



MAKERS

Modern Slavery Policy

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Document Author: Florence Luthman

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INTRODUCTION

This statement is made on behalf of Makers with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate slavery and human trafficking within their organisation and supply chains.

This statement and policy is to be reviewed each financial year in accordance with clause 6 of the Modern Slavery Act 2015.

MODERN SLAVERY STATEMENT

Makers is committed to working towards the eradication of slavery and human trafficking. This document acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

We are committed to ensuring that there is no slavery or human trafficking in our organisation and wider supply chains. This policy reflects our commitment to acting ethically, with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

ORGANISATIONAL STRUCTURE

Makers provides education to a wide range of learners from 18+.

OUR SUPPLY CHAINS

Makers has a number of suppliers for various parts of the organisation.

These include, but not limited to:

- Agency staff including teaching and business support
- Business partners
- Apprentice employers
- External contractors including advisors, cleaners, builders, caterers, freelancers and consultants
- Guest speakers and lecturers
- Printing of Makers promotional materials
- Advertising, including digital and print
- Merchandise
- Photography

- Graphic design
- Sponsorship and charity

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Makers is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our suppliers, contractors and business partners, and this is inferred through their agreement to follow Makers policies. We will expect our suppliers to hold their own suppliers to the same high standards.

All employees and persons employed within Makers are asked to familiarise themselves with Makers policy at the start of their employment or association, and are contractually obligated to adhere to Makers' policies.

We are satisfied from our own due diligence measures that there is no evidence of any act of modern day slavery or human trafficking within our own organisation.

Preventative measures

Makers will take the following steps to further the goals of the Modern Slavery Act 2015:

- Seek to conduct risk assessments to determine which parts of Makers and its suppliers are most at risk of modern slavery so that efforts can be focussed on those areas
- Engaging with our suppliers to convey to them Makers's position on modern slavery and to understand the measures taken to prevent modern slavery in their own businesses
- Seek to introduce additional pre-screening measures for all suppliers
- Publishing this statement and policy on Makers's website to clearly display Makers' support to end modern slavery

Due diligence for our supply chains

Makers will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking. Makers has a zero-tolerance policy on matters of slavery and/or human trafficking and expects suppliers and associated businesses to comply with these values.

Makers's supplier approval process incorporates a review of the controls undertaken by Makers's potential suppliers.

The vast majority of Makers' sources are from inside the United Kingdom and as such are less at risk of slavery and human trafficking issues.

REPORTING MODERN SLAVERY

This policy should be read in conjunction with Makers' whistleblowing and safeguarding policies both of which are accessible to all staff. The whistleblowing and safeguarding policies are intended to provide guidance on how concerns can be communicated to the organisation.

Any suspected instance of modern slavery or human trafficking within Makers or its suppliers must be reported to one of Makers's Designated Safeguarding Officers (DSOs), who will investigate and advise the appropriate people and external organisations of any further actions.

Further information regarding the reporting procedures can be found in Makers' Safeguarding policy. The aforementioned policies apply to all employees and may be found in the central digital document storage area.

RESPONSIBILITIES

Ultimate responsibility for the prevention and prevention of modern slavery within Makers rests with Makers' leadership team. Makers's leadership team have overall responsibility for ensuring that this policy and its implementations comply with our legal and ethical obligations.

Team leaders at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

COMMUNICATION AND AWARENESS

This policy is displayed on Makers's GDrive system, the policy location is conveyed to all staff members at their induction.

REVIEW

The Modern Slavery Statement and Policy will be reviewed annually by Makers' corporate management team in accordance with clause 6 of the Modern Slavery Act 2015.