



Modern slavery statement for financial year 2020 / 2021

This statement is made pursuant to; s.54 of the Modern Slavery Act 2015 and sets out the steps that Yorkshire Fitness and Leisure Ltd, (YFL Training) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. YFL Training has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

High risk areas

YFL Training business is; education and training, we consider this to be low risk. We have however, identified that we may work with employers and other organisation that are, or have a potential for higher risk in this area. We have therefore; empowered staff members and learners by provision of related and current information through for example; induction processes, to come forward with observations, or worries, that YFL Training will investigate and refer to appropriate services.

Policies

YFL Training operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. **Code of business conduct.** This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Suppliers

YFL Training operates a policy to review or employers and conduct due diligence on all employers before allowing them to become part of our employer network. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are



required to confirm that no part of their business operations contradicts this policy. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage /national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

Training

YFL Training provide updates on information through CPD opportunities for our procurement/buying teams so that they remain current and maintain vigilance on the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Performance indicators

YFL Training monitor the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

The information and data collated will be discussed as part of the schedule of meetings as laid out within YFL Training's Quality Calendar.

Approval for this statement

This statement is approved by YFL Training Directors

Name: Dean Thomas Managing Director

Signature

A photograph of a handwritten signature in black ink on a light-colored surface. The signature is cursive and appears to read 'Dean Thomas'.

Next review date 01/08/2021