



Modern Slavery and Human Trafficking Statement

Build Skill Plus Anti-Slavery and Human Trafficking Statement

We are proud of the conditions of employment for all our employees and contractors throughout Build Skill Plus. Given the nature of our business, our senior management team considers there exists minimal risk either within Build Skill Plus directly or through our approved supply chain in support of our business activities. We are assured through a robust compliance process that all internal and external parties involved within the Build Skill's working regime are in no way tangibly supportive of nor complicit in slavery and human trafficking.

The employment and procurement practices operated by the businesses within Build Skill Plus ensure that we rightly viewed as an excellent and supportive employer, to the extent that our organisation operates as a purchaser of goods or services we expect a high level of ethical conduct from those businesses which we do business within our supply chain.

Organisation Structure

Build Skill Plus is a training provider helping people transform their lives through training and employment opportunities in the construction industry specialising in bricklaying and trowel occupations. We help people help people in their career path by providing them with real opportunities through traineeships, apprenticeships and bespoke training packages. We do this through as a supporting provider for the ESFA, through collaboration with the Department for Working Pensions and as a commercial provider. We work with employers and offer personalised recruitment and training in line with their business needs.

Build Skill Plus Managing Director leads the legislative compliance regime within the organisation supported by a dedicated Quality Assurance Manager responsible for the businesses bespoke Quality Management system.

Our Supply Chain

Our supply chain enables us to help more people gain the skills and knowledge to further their careers.

Our partners are established public and private sector organisations and assurance is provided and demonstrated within their QM processes with regards to all statutory legislative requirements.

As an integral part of Build Skill Plus delivery programmes all of our suppliers and partners are committed to maintaining the high standards of compliance with regards to Anti-Slavery and Trafficking legislation.

Anti-Slavery Policy Statement

Build Skill Plus has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in any part of our business.

This Anti-Slavery Policy Statement is the principal articulation of the Build Skill Plus stance on slavery and human trafficking. It is intended to inform and influence all the operational procedures within the organisation.

Our Anti-Slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

Due Diligence and Implementation Processes

As part of our initiative to identify and mitigate risk (including in relation to that of (human trafficking and slavery) we operate a range of policies and procedures appropriate to our sector. These include the following areas:

- Modern Slavery and Human Trafficking Policy
- Anti-Bribery and Corruption Policy
- Safeguarding Policy
- Whistle Blowing Policy
- Prevent Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Recruitment Policy

Build Skill Plus articulates a series of employee rights and benefits available to employees during induction and individual contracts of employment for each member of staff.

Build Skill Plus Managing Director has responsibility for HR functions and the Company Directors have reviewed and agreed to the terms of this statement.

Training

We will communicate this statement to all staff to ensure a high level of understanding of the risks of modern slavery and human trafficking.

Modern Slavery and Trafficking Statement (Version 1) March 2021
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Legal and Regulatory Purpose of this Statement

This statement is made with regard to the obligations arising under section 54(1) of the Modern Slavery Act 2015 (the ACT). Accordingly, this statement should be considered to constitute the slavery and human trafficking statement for Build Skill Plus for the 2021 financial year and all future financial years until it may in future be modified or amended.

C L Jones

Claire Jones

Managing Director