



Modern Slavery Policy

Introduction: At Passport to Employment, we are committed to the eradication of modern slavery and human trafficking in all its forms. We recognize that slavery and forced labour are grave violations of human rights, and we are determined to ensure that our business and supply chain operate in an ethical and responsible manner. This policy outlines our commitment to combating modern slavery and our approach to prevent its occurrence within our organization and supply chains.

Policy Statement:

1. **Scope of the Policy:** This policy applies to all employees, workers, contractors, suppliers, and any other individuals or entities associated with Passport to Employment. We expect all parties involved in our business to uphold the principles outlined in this policy.
2. **Definition of Modern Slavery:** For the purpose of this policy, modern slavery includes, but is not limited to, any form of slavery, servitude, forced labour, human trafficking, or child labour as defined by applicable international laws and conventions.
3. **Compliance with Laws and Regulations:** Passport to Employment will comply with all relevant laws and regulations concerning modern slavery, including the Modern Slavery Act 2015 in the United Kingdom or any similar laws in other countries where we operate.
4. **Prevention Measures:** We will take proactive measures to prevent modern slavery within our organization and supply chains. This includes, but is not limited to:
 - a. **Conducting risk assessments:** We will identify and assess potential risks of modern slavery in our operations and supply chains and take appropriate measures to mitigate those risks.
 - b. **Supplier Due Diligence:** We will evaluate our suppliers and contractors to ensure they meet our standards on modern slavery prevention. We will require suppliers to provide assurances of their compliance with relevant laws and principles.
 - c. **Internal Training and Awareness:** We will provide training to our employees and workers to raise awareness of modern slavery issues, its indicators, and how to report any concerns.
 - d. **Whistleblowing Mechanism:** We will maintain a confidential and accessible reporting mechanism that allows employees and stakeholders to report suspicions of modern slavery without fear of retaliation.
 - e. **Audits and Monitoring:** Regular audits and monitoring will be conducted to assess and ensure compliance with this policy and relevant laws.
5. **Reporting and Investigation:** Any suspicions, allegations, or incidents of modern slavery within the organization or supply chain will be taken seriously and investigated promptly. If we find any evidence of modern slavery, appropriate actions will be taken, which may include termination of business relationships and cooperation with law enforcement authorities.
6. **Communication:** We will communicate this policy to all employees, contractors, suppliers, and relevant stakeholders, encouraging them to familiarize themselves with its contents and apply its principles.

7. Review and Updates: This policy will be reviewed periodically to ensure its effectiveness and relevance. If necessary, it will be updated to reflect changes in laws, regulations, or our business practices.

Conclusion: At Passport to Employment, we are dedicated to maintaining a zero-tolerance approach to modern slavery and human trafficking. This policy represents our commitment to act ethically, responsibly, and transparently, and to continuously strive towards a world free from modern slavery.