

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Policy Statement

Modern Slavery is a serious and often hidden crime in which people are exploited for criminal gain. Pier Training is committed to understanding all potential modern slavery risks relating to its business and to ensuring the business and its supply chains are free of modern slavery and human trafficking.

We acknowledge our responsibility to take a robust approach to slavery and human trafficking and to comply with all principles of the Modern Slavery Act 2015.

The Objective of the Policy

Modern slavery is a criminal offence under the Modern Slavery Act 2015. Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This policy sets out how Pier Training aims to prevent opportunities for modern slavery to occur within the company or any areas of our supply chain.

Responsibilities

The responsibility for the prevention of modern slavery and for ensuring the policy and its implementation complies with our legal and ethical obligations rests with the Managing Director. The Senior Management Team and employees are responsible for the implementation of this policy. This policy applies to all Pier Training employees as well as to all suppliers and business partners.

All parties as described above must notify Pier Training as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future. All stakeholders are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chains of any supplier tier at the earliest possible stage. Pier Training encourages openness and will support anyone who raises genuine concerns under this policy, regardless of the outcome.

Organisation and Structure

Pier Training is a training provider based in the UK and we offer Apprenticeship programmes nationally across a range of business sectors. We are a forerunner in the delivery of healthcare and management programmes; we are driven to support businesses with all aspects of training and development with a wealth of resources.

Supply Chain

Our supply chains cover a wide range of organisations and employers such as:

- NHS Hospitals
- Private Healthcare Sector
- Local Authority Organisations
- SME Organisations
- End Point Assessment Organisations

- Awarding Body Training Organisations

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The business undertakes due diligence when considering taking on new suppliers or forming relationships with members of our supply chain.

If any supplier were to not meet our standards as set out in this policy and our code of conduct, then Pier Training would consider invoking sanctions and termination of the business relationship.

Policies

Pier Training has in place the following policies that support this policy and the steps to be taken to prevent slavery and human trafficking in its operations:

- Whistleblowing Policy
- Code of Conduct Policy
- Safeguarding Policy
- Prevent Policy

Training

Modern slavery is included as part of employee induction training to ensure awareness across the business. The [modern slavery training: resource page](#) is used to raise awareness among employees. This supports them to better spot the signs and increase confidence in reporting modern slavery. The [Independent Anti-Slavery Commissioner](#) website is used as a useful resource for tutors to teach awareness through related subjects such as Safeguarding and Prevent.

Pier Training recognises its role in supporting healthcare apprentices to identify individuals who may be victims of trafficking and are therefore committed to raising awareness within this sector.

Training for relevant staff members on due diligence processes relating to this policy is provided.

POLICY REVIEW

How will this policy be reviewed?

The Managing Director is responsible for the implementation and review of this policy. This review is completed annually or when considered necessary to remain effective. The date of review is also recorded within the footer of the document and includes the date of the next required review. This enables the Managing Director to easily track when the last review was completed ensuring the policy is relevant and up to date.

Following the annual review, the senior management team (SMT) read the policy, make any suggestions for amendments and then it is finally approved by the Managing Director.

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