

## Anti-Modern slavery and human trafficking statement

Modern slavery is an international crime affecting an estimated 40.3 million slaves around the world. This growing global issue transcends age, gender and ethnicities. It includes victims trafficked from overseas and vulnerable people in the UK who are forced illegally to work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing. The Modern Slavery Act 2015 requires commercial organisations supplying goods or services with a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain.

### 1. Statement of Intent

Practice Managers Association (PMA) 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.

As a training provider, PMA 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.

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 to exploit them for personal or commercial gain.

### 2. Aim of the Policy

This policy sets out how PMA aims to prevent opportunities for modern slavery to occur within the company or any areas of our supply chain.

This policy applies to all employees of PMA as well as to all suppliers, contractors and business partners.

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 management team. Line managers are responsible for the implementation of this policy and for ensuring those who report to them understand and comply with this policy. This policy can be accessed by all employees at PMA through our intranet.

### 3. Organisation and Structure

PMA are a UK based training provider who offer as their services apprenticeship programmes. PMA are organised into the following sectors:

- Business Services
- Primary Health Care

The scope of our business is within the United Kingdom only. Given the nature of our supply chain, we do not deem any activities or countries in which we operate, as high risk in relation to

modern slavery.

#### 4. Due Diligence

PMA adopt a number of procedures which contribute to ensuring that modern slavery does not occur in our business. We expect all organisation with whom we do business to adopt and enforce policies which comply with the legislation to assist us to work towards ensuring that modern slavery does not occur within our supply chain.

##### Employment

- ❖ Recruitment processes are in line with UK employment laws
- ❖ "right to work" document checks are undertaken
- ❖ contracts of employment and Associate Service Level agreements are in place
- ❖ ID checks also ensure that everyone employed is 16 and above
- ❖ Pay and rewards are reviewed regularly and comply with legislation
- ❖ Staff are paid by bank transfer

During 2018/9 PMA is committed to commence the review of procedures and procedures to identify what other actions can be undertaken to reduce the possibility of Modern slavery occurring in our business or supply chain.

If we become aware that suppliers do not meet our standards as set out in this policy, PMA would terminate the business relationship.

#### 5. Performance Indicators

PMA will implement the following key performance indicators:

- All employees will read and understand the policy, and where appropriate, receive additional training.
- All suppliers of services of will provide co-operation and information that PMA reasonably requires in order to confirm compliance with this policy.

#### 6. Publishing and Review

The policy will be periodically reviewed on an annual basis. This anti-slavery statement will be published in a prominent location on the organisation's website, with a link to the anti-slavery statement on the organisation's homepage. Following best practice, we will submit our statement to the modern slavery registry [www.modernslaveryregistry.org/companies/new](http://www.modernslaveryregistry.org/companies/new)

#### 7. Statement Approval

This statement is approved by the Directors of PMA

Signed by



Austin Ambrose  
Client Services Director



Ian Jones  
Operations Director