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MJ Training East Ltd
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MJ Training East Ltd – Modern Slavery and Human Trafficking Policy

MJ Training East Ltd is committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective controls to ensure modern slavery is not taking place anywhere within our business. **MJ Training East Ltd** will ensure there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers and business partners.

Modern slavery is a crime and gross violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and 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.

This policy is committed to tackling modern slavery and prohibits within its business and supply chains use of working practices that may contribute to Modern Slavery abuses such as worker paid recruitment fees, use of compulsory overtime and the confiscation of workers original identification documents. Workers in our business and within our supply chain enjoy both freedom of movement and freedom of association.

MJ Training East Ltd expect our suppliers to comply with the Modern Slavery Act and upon request provide details of their own Modern Slavery Policy. **MJ Training East Ltd** will monitor any supplier if we suspect any issues regarding Modern Slavery.

This policy applies to all people working for **MJ Training East Ltd** either directly or on our behalf in any capacity, including employees at all levels, directors, contractors, volunteers, external consultants, third-party representatives and business partners. Relevant employees as required will be trained in the provisions of Modern Slavery Act 2015 and good management practices.

Definitions

Modern slavery – is the term used within the UK and is defined within the Modern Slavery Act 2015. These crimes include holding a person in a position of slavery, servitude, forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

Human trafficking – is modern-day slavery and involves the use of force, fraud or coercion to obtain some type of labour or commercial sex act. Traffickers use force, fraud or coercion to lure their victims and force them into labour or commercial sex exploitation.

Safeguarding – safeguarding adults includes protecting their rights to live in safety, free from abuse and neglect. People and organisations working together to prevent the risk of abuse and neglect, and to stop them from happening.

Supply chain – A supply chain is the entire process of making and selling commercial goods, including every stage from the supply of materials and the manufacturing of the goods through to their distribution and sale.

Purpose

MJ Training East Ltd aims to use all reasonable endeavours to ensure that no modern slavery or human trafficking is taking place in our business or in any part of our supply chain.

Policy

The objectives of this policy are:

- To identify and assess potential risk areas and used processes to remove the potential for slavery or human trafficking wherever we can do so.
- To raise awareness of all staff to the risk of modern slavery.
- To implement processes to scrutinize procedures within our business and our partners, supply chains, contractors, etc.
- To require suppliers to take all reasonable steps to eradicate modern slavery in their supply chains.

MJ Training East Ltd is committed to developing an inclusive community and contributing to a society where people are treated with dignity and respect, where inequalities are challenged, and where we anticipate and respond to needs and circumstances. The Equality Act 2010 requires due regard to the need to eliminate discrimination, advance equality and foster good relations.

Roles and Responsibilities

MJ Training East Ltd has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. MJTE Management has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries and ensuring that controls and procedures are effective for countering modern slavery.

Compliance with the policy

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify MJTE Management as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify MJTE Management as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any part of our supply chain constitutes any of the various forms of modern slavery, raise it to MJTE Management.

MJTE aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers from any detrimental treatment because of reporting in good faith, their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising concern. If you believe that you have suffered any such treatment, you should inform MJTE Management immediately. If the matter is not remedied, you should raise it formally using the Grievance Procedure.

Any concerns, issues or questions regarding this policy should be discussed with MJTE Management.

Signed : M Judd

Name Ms M Judd

Date : 01/04/2025

MJ Training East Ltd

By signing this Policy, you are confirming that you have fully read and understand the Policy as outlined here. If you are unsure on any part of this Policy, please contact the Michele Centre Coordinator (contact details at top of policy)