

## MODERN SLAVERY STATEMENT

This statement is made as part of Futures (hereon referred to as The Company) and their commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act).

It summarises how The Company operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year 1st August 2024 to 31st July 2025.

The Company is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

The Company is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

The Company provides appropriate training and awareness information for all of its staff.

### **In particular:**

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.

- Our staff involved in procurement and supply chain management undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All staff receive awareness-raising information around issues involving modern slavery and human trafficking so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have. Quarterly reminders about our responsibilities around Modern Slavery & Human Trafficking are electronically circulated to staff, so they understand that Modern slavery is a complex crime that covers all forms of slavery, trafficking and exploitation.

We also share resources from the Home Office, FAQs, and fact sheets. Staff are encouraged to discuss any questions or concerns with their Managers, and can make confidential disclosures as part of our whistleblowing and complaints procedures.

Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to senior management including the board of directors.

Reports surrounding these issues are taken extremely seriously by our board of directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:

- Working with the appropriate organisations to improve standards,
- Removing that organisation from our preferred supplier list,
- Passing details to appropriate law enforcement bodies.

We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
- The effectiveness of enforcement against suppliers who breach policies,
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.

This policy was adopted in 2022/23 after being agreed upon by our board of directors. It is reviewed annually. Futures has a modern slavery policy.

In addition, The Company has the following policies which incorporate ethical standards for our staff.

- Health and Safety

- Data Protection
- Quality
- Social Value
- Whistleblowing
- Safer Recruitment
- Equal Opportunities and Positive Working Environment
- Environmental and Sustainable Development
- Anti-Bribery and Corruption
- Corporate Social Responsibility

### **Policy Development and Review**

The Company policies are established by our directors, based on advice from HR professionals, industry best practices and legal advice, and in consultation with other relevant stakeholders. We review our policies annually, or as needed to adapt to changes.

### **Our Processes for Managing Risk**

To assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.