

# Modern Slavery Policy

This policy follows compliance to the government legislation pursuant to Section 54(1) of the Modern Slavery Act 2015. At Akeo Recruitment and Training, we ensure that there is no slavery or human trafficking taking place in any part of our business, or in our supply chains.

## How do we do this?

- By training our employees to be vigilant/observant, to know the signs, and act upon any suspicious human trafficking issues. This can be whilst engaging suppliers or other stakeholders. We teach due diligence and best practice during our search for suppliers/stakeholders and during our contract with those suppliers/stakeholders.
- Before we engage with other suppliers/stakeholders, we do thorough checks during the selection and in the contracting process. This includes continually evaluating their relationship with us regarding risk and performance.
- We categorize suppliers for each of our services, ensuring that due diligence and onboarding processes and contracting procedures are followed for every one of them.

## Our Commitment

Akeo Recruitment and Training is committed to ensuring that there is no human trafficking or any other form of exploitation as stipulated by the Modern Slavery Act 2015. This includes slavery, forced or compulsive human labour, servitude, and abuse of power over vulnerable individuals

Our company's policies and procedures include our Anti-Slavery and Human Trafficking policy where we reiterate our zero tolerance stand to modern slavery. We endeavour to act ethically and with integrity by highlighting red flags in the recruitment process, for example by raising awareness to potential workers to be vigilant of agencies who ask for money for a job, or keep workers' passports /other ID, or demand for workers' wages on payday etc

Akeo Recruitment and Training ensures that our systems, procedures and most importantly, our business relationships are all rigorously implemented to ensure that human trafficking and slavery does not take place in our business and supply chains. In addition, we have a link to the UK Government website, links and factsheets where comprehensive information is available for all to see.

Our Whistle blowing policy encourages employees to raise concerns in confidence in any issues related to human trafficking and slavery.

Risk assessments are our continuous method of evaluating and improving ourselves, and our suppliers regarding risk management in the services we all supply to each other.