

Modern Slavery and Human Trafficking Policy

Policy Statement

AA Compliance Compass Ltd is committed to conducting business ethically, with integrity and transparency. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, bonded labour and child labour in all forms.

Although AA Compliance Compass Ltd is a small consultancy business and is not currently required to publish a Modern Slavery Statement under Section 54 of the Modern Slavery Act 2015, we voluntarily adopt the principles of the Act and expect the same high standards from all organisations with whom we work.

We are committed to ensuring that modern slavery has no place within our business operations or supply chain.

Scope

This policy applies to:

- All employees.
 - Directors.
 - Associates and consultants.
 - Contractors and subcontractors.
 - Suppliers and service providers.
 - Anyone acting on behalf of AA Compliance Compass Ltd.
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Our Commitments

AA Compliance Compass Ltd will:

- Conduct business honestly, fairly and ethically.
- Comply with all applicable legislation, including the Modern Slavery Act 2015.
- Work only with suppliers and partners who share our commitment to ethical business practices.
- Take reasonable steps to assess the risk of modern slavery within our supply chain.

- Refuse to knowingly engage with organisations involved in forced labour or human trafficking.
- Raise awareness of modern slavery amongst those working for and with the business.
- Investigate any concerns promptly and confidentially.
- Continually review our procedures to minimise modern slavery risks.

Supply Chain

As a consultancy business, our supply chain is considered relatively low risk and primarily consists of:

- Professional service providers.
- IT and software suppliers.
- Office equipment and stationery suppliers.
- Training providers.
- Certification bodies.
- Marketing and business support services.

Where appropriate, we will:

- Purchase goods and services from reputable organisations.
- Consider suppliers' ethical and sustainability commitments.
- Seek assurance that suppliers comply with relevant employment legislation.
- Review supplier performance where concerns arise.

Responsibilities

The Managing Director has overall responsibility for:

- Implementing this policy.
- Monitoring compliance.
- Reviewing supply chain risks.
- Taking appropriate action where concerns are identified.

Everyone working for or on behalf of AA Compliance Compass Ltd is responsible for remaining vigilant and reporting any concerns relating to modern slavery or unethical employment practices.

Reporting Concerns

Any employee, contractor or associate who suspects modern slavery or human trafficking should report the matter immediately to the Managing Director.

Reports will be treated seriously, investigated promptly and handled confidentially wherever possible.

No individual will suffer retaliation for raising a genuine concern in good faith.

Due Diligence

AA Compliance Compass Ltd seeks to minimise risk by:

- Selecting reputable suppliers.
 - Reviewing suppliers where appropriate.
 - Maintaining ethical procurement practices.
 - Monitoring business relationships where concerns are identified.
 - Ending relationships with organisations found to be involved in modern slavery.
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Training and Awareness

The business will ensure that employees and associates understand:

- What constitutes modern slavery.
- The signs and indicators of exploitation.
- How to report concerns.
- Their responsibilities under this policy.

Training and awareness will be provided as appropriate to the size and nature of the business.

Breaches of this Policy

Any breach of this policy may result in:

- Termination of contracts.
- Removal from the approved supplier list.

- Reporting to the appropriate authorities where required.
 - Other appropriate disciplinary or contractual action.
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Monitoring and Review

This policy will be reviewed annually, or sooner if there are significant changes to legislation, business activities or identified risks.

AA Compliance Compass Ltd is committed to continual improvement in ethical business practices and maintaining the highest standards of integrity throughout its operations.

Approved by



Anne Ashman
AA Compliance Compass Ltd

Approved by: Anne Ashman, Managing Director
Review Date: Annually

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