



# POL-PAC-0035

## Modern Slavery Act Policy

Policy Reference	Version	Policy Owner	Next Review Date
POL-PAC-0035	4	Lisa Simpson Assistant HR Business Partner	May 2025

Current Author	Lisa Simpson
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Department	People & Culture
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### Distribution

**All Futures Staff and Sub Contractors**

Related Policies

Version	Date	Author	Author's job Title	Changes
2	Sep 2019	DD	HR advisor	
3	July 2022	Loran Tapping	Governance Administrator	Transferred to new template. Interactive contents page added. Classification level added.
4	May 2023	Lisa Simpson	Assistant HR Business Partner	Policy Review



For Information: Where we refer to as 'Futures' in this policy – we are referencing a group of companies made up of Futures Advice, Skills & employment Ltd and Nottingham & Nottinghamshire Youth Support Ltd

To keep things simple throughout this document, 'we' and 'us' means the Group Companies and its associated brands. This policy applies across all companies within the Group.



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## 1. Our Commitment

The Futures Group is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We recognise that modern slavery is a crime and a violation of fundamental human rights.

We are committed to acting ethically and with integrity in all our business relationships and taking steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any sort of a business relationship with our Company.

## 2. Due diligence processes for slavery and human trafficking

The Company has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

As part of our initiative to identify and mitigate risk the Company has in place systems to encourage the reporting of concerns and the protection of whistle-blowers. Our supply chain providers are mapped to assess a particular service and geographical area and we require these entities to have suitable anti-slavery and human trafficking policies and processes as part of their contractual obligations.

## 3. Training

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly. All employees receive an induction into the business where our policies, procedures and expectations are outlined.

## 4. Our effectiveness in combating slavery and human trafficking

The Company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

Safer recruitment practices, right to work documentation and payroll audits

We maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.

We regularly review supply chain policies, codes of conduct and our working practices to show commitment.

Undertaking due diligence within our supply chain and mapping to understand where the risks are



Providing training and resources to staff on modern slavery risks and compliance.