CT Skills Modern Slavery Policy

CT Skills is committed towards the eradication of slavery and human trafficking and fulfils its statutory responsibilities under the Modern Slavery Act 2015.

This statement acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

We are committed to ensuring that there is no slavery or human trafficking in our organisation and supply chains. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Modern Slavery Statement

Modern slavery is a crime and a 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 in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

Our Business

CT Skills is training provider who is dedicated to developing careers and companies. We are a Small to Medium sized Enterprise and therefore is not required by law to hold certification or updated official statements under clause 6 of the Modern Slavery Act.

CT Skills is committed to combatting slavery and human trafficking and to acting with integrity in all its relationships.

This statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015 (the “Act”), by informing our learners, staff, partners and the public about CT Skills and our policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

Staff are trained to identify and report signs of slavery, trafficking and labour rights violations.

Due Diligence

Our supply chain includes a large number of diverse suppliers. In order to identify and mitigate risk in the supply chain, there are systems in place to identify and assess potential risk areas and mitigate the risk of slavery and human trafficking occurring in the supply chain. More specifically:

- CT Skills requires suppliers to complete a due diligence questionnaire for all major contracts exceeding £100,000. This questionnaire requires suppliers to confirm that they are compliant with the Act, and allows for potential rejection on the grounds of convictions under the Act
- All preferred suppliers have to confirm annually that no convictions have occurred in relation to the Act, or if a conviction has occurred that appropriate steps have been taken to rectify the identified issues.

KPIs and Current Status

To review the effectiveness of this policy, we will monitor Key Performance indicators which may include:

- Records to confirm employees have been issued with a copy of our Modern Slavery Policy
- Records to confirm suppliers have been issued with a copy of our Business Code of Ethics
- Records to confirm all employees have the right to work in the UK
- Records of any actions taken to advance our identification and mitigation of risks relating to Modern Slavery
- Records of how we have managed any Whistleblowing Cases

No breaches of the Modern Slavery Act have been reported by CT Skills or its suppliers during the previous financial year.

Communication and awareness of this policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, will be provided as necessary. Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Review

CT Skills Directors will review the effectiveness of the steps we have taken annually to ensure that there is no slavery or human trafficking in our business or supply chains.

Alex Ford, CEO

Date: 1st August 2026.

