

# Modern Slavery & Human Trafficking Policy

## POLICY STATEMENT:

### Introduction

The statement sets down Salt Training Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

### Organisational structure and supply chains

This statement covers the business activities of Salt Training Limited which are as follows:

Salt Training Limited is a construction training center in Herne Bay. Students will learn their theory and practical skills on site.

The Company currently operates in the following countries:

United Kingdom.

### Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to complete the training provided during their probational period.

### Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations [insert links to the relevant Company policy]:

**1.1 Whistleblowing policy** - the Company encourages all its workers, customers, and other business partners to report any concerns related to its direct activities or its supply chains.

**1.1 Salt Training Limited Code of Conduct** - The Code of Conduct sets down the actions and behavior expected of employees and students.

**1.2 Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summaries how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

### Due Diligence Processes for Slavery and Human Trafficking

Policy Owner: Managing Director

Stage of Approval: Approved

Date of Review: April 2025

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners **AND/OR** evaluating the modern slavery and human trafficking risks of each new supplier **AND/OR** invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship].

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Kurt Salter and Natasha Salter endorses this policy statement and is fully committed to its implementation.