



# Modern Slavery and Human Trafficking Statement For Financial Year Ending: 31st December 2025

## Introduction

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015. It outlines the steps EverSAFE Training Ltd has taken, and continues to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chains.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. EverSAFE has a zero-tolerance approach to any form of modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships.

## Scope and Applicability

This statement applies to all employees, contractors, consultants, suppliers and any other stakeholders who work with or on behalf of EverSAFE Training Ltd.

## Our Organisation

EverSAFE Training Ltd is a UK-based training and compliance provider offering accredited safety and professional development courses. Our services are delivered nationwide across multiple sectors, including education, construction, and logistics. We recognise our responsibility to take a robust approach to modern slavery and we remain committed to implementing effective systems and controls to safeguard against any form of modern slavery within our operations or supply chain.

## Our Organisation

To mitigate the risk of modern slavery, we have implemented the following:

- Modern Slavery and Human Trafficking Policy – outlines our zero-tolerance approach
- Code of Ethics and Conduct – embedded into all employee handbooks and contracts
- Whistleblowing Policy – allows employees to report any concerns in confidence
- Supplier Code of Conduct – includes contractual obligations to comply with anti-slavery laws

All policies are reviewed annually and approved by senior management.



## **Due Diligence Procedures**

- We undertake robust due diligence when engaging with new suppliers, including:
- Ethical sourcing questionnaires
- Verification of compliance with the Modern Slavery Act
- Risk assessments based on geography, industry, and contract value
- Onboarding checks and contract clauses to ensure full compliance

## **Risk Assessment**

We assess and review potential risks in the following areas:

- Outsourced services and subcontractors
- Temporary labour providers
- Procurement of equipment and PPE from overseas manufacturers

Where risks are identified, we take immediate action to investigate and eliminate exposure.

## **Training and Awareness**

All employees, particularly those involved in procurement, project management, and human resources, receive regular training on recognising signs of modern slavery and implementing preventative measures.

## **Monitoring and KPIs**

We measure the effectiveness of our controls using the following key performance indicators:

- Percentage of suppliers audited annually
- Completion rates of staff training on modern slavery
- Number of reported incidents or concerns

## **Review and Approval**

This statement has been approved by the Board of Directors and will be reviewed and updated annually.

Signed: Tom Everingham

Position: Managing Director

Date: 04<sup>th</sup> January 2026



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Approval: 05th January 2026

Next Review Due: December 2026

Document Owner: Hayley Everingham