

Basegreen Academy Ltd (Basegreen) provide a range of services within Education defined by the scope of certification. This policy encompasses all locations and activities.

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st August 2025 until 31st July 2026.

The statement sets down Basegreen Academy Limited's (Basegreen) 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 Basegreen which are as follows:

Basegreen Academy Limited (Basegreen) provides education and training services both nationally and internationally. The programme is comprised of commercial, full fee paying (FFP) and apprenticeship provision funded through government contracts. Our Quality management system covers these core services of which some are also regulated by the Office for Standards in Education, Children's Services and Skills (OFSTED) to its customers and this policy encompasses all locations and activities.

The provision of education and training services both nationally and internationally including funded and fee paying education programmes. Services include :-

Apprenticeship Education Programmes
Commercial Compliance Training
Event Medical & Ambulance Operations (Pre-Hospital Education)
Licence Acquisition Driver Training
Advanced Routine Driver Training
Emergency Response Driver Training

The Company currently operates in the following countries:
United Kingdom of Great Britain.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: Senior Leadership Team is responsible for creating and reviewing policies. The process by which policies are developed is using document control policy within the Service Management System.
- 1.2 Risk assessments: The Quality, Environment Safety and Health Team are responsible for risk assessments in respect of human rights and modern by a process of as outlined within the Health & Safety work instructions.

- 1.3 Due diligence: QESH Team is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

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 undertake online CPD training provided by The National College to ensure compliance with modern day slavery regulations.

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]:

- 2.1 **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.
- 2.2 **Employee Code of Conduct** (The Employee Handbook) - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.
- 2.4 **Service Management System** – Basegreen operates a full quality management system (QMS) that all staff, contractors and workforce must adhere to.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes the creation of an approved supplier register and undertaking due diligence and onboarding of new suppliers. e.g. building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and 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.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including undertaking appropriate checks, having a robust welfare and support process in place and whistleblowing procedures where employees and contractors

can contact the board of directors directly with no fear e.g use of labour monitoring and payroll systems

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

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Signed :

Date : 01.08.2025 Review: 31.07.2026

Mathew Woodhead
Director

Issue Number: 01

Basegreen Academy Limited