

Legastat Ltd - Modern Slavery and Human Trafficking Annual Statement 2024

Scope

Legastat remains out of the scope of [Section 54 of the Modern Slavery Act \(2015\)](#).

Our vision

Legastat recognises its responsibility to take a robust approach to modern slavery and human trafficking.

This annual statement sets out Legastat's actions to understand all potential modern slavery risks related to our activities and to put in place steps to eliminate acts of modern slavery and human trafficking within our business and in our supply chains and sub-contractors and partners.

Legastat is committed to preventing slavery and human trafficking in all its activities and to ensuring our supply chains are also free of this. The publication of this Annual Statement is part of that commitment and highlights our activities to address this.

Within our own business

We have several procedures in place that contribute to trying to ensure modern slavery does not occur in our business:

- Robust recruitment policy and process that are compliant with UK employment legislation. The process includes several pre-employment checks, such as 'right to work' document checks and referencing and understanding employment gaps. DBS and Security Clearance checks are undertaken for relevant posts

- employee code of conduct and mandatory training, which defines the responsibilities and standards required for all who work for and on behalf of us, including interims, agency workers and employees seconded to other organisations
- reporting knowledge or suspicion of slavery through our whistleblowing procedures, which ensures that staff or members can raise their concerns confidentially without fear of reprisal
- staff awareness training for specific staff which supports the Modern Slavery Act
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Within our supply chain

Our procurement activity complies with the Modern Slavery Act 2015. We have updated our procurement sourcing processes to require a supplier to evidence their compliance with the Modern Slavery Act if they are a relevant commercial organisation as defined by Section 54 of the Modern Slavery Act 2015. Any supplier failing to prove compliance with the required legislation shall be excluded from participating in any bidding process. Suppliers who cannot comply with their obligations will be replaced in our supply chain as soon as it is practical.

Our standard contract terms include clauses that specify the supplier's contractual obligation concerning Modern Slavery.

Any supplier engaged by us to undertake the supply of goods and or services is contracted to do so in line with our following policies:

- safeguarding
- equality and diversity code of conduct
- whistleblowing

These policies are vital to ensuring that staff employed by our supply chain have appropriate channels to report any incidents of slavery and human trafficking.

Policies, due diligence and audit process

Our supplier relationship and contract management teams utilise supply chain management techniques to ensure effective contract management

is applied to direct suppliers and their supply chains to deliver our requirements cost-effectively.

This would include identifying and managing risks concerning modern slavery and human trafficking. This is done by:

- increasing openness, transparency, and efficiency in the management of supply chains
- improving ability to identify strengths, weaknesses, opportunities, and threats in supply chains
- improving communications with suppliers
- enhancing relationships with suppliers

We also undertake annual audits on suppliers to ensure compliance with the contract agreement and are continuing to review how modern slavery is incorporated into the contract management process.

Training

All staff with purchasing authority have completed training on our obligations under the Modern Slavery Act 2015 and wider diversity and equality issues. An internal training module covering modern slavery is available for all other staff.