

# **Modern slavery statement**

## **Introduction from the Managing Director**

The Solar Design and Training Company Limited is committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to modern slavery and we strive to act ethically and with integrity in all of our business dealings and relationships to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains. We shall also ensure our approach and stance is clear with our partner organisations.

## **Organisation's structure**

We are a small limited company primarily provide software licensing and training.

## **Our policies on anti-slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in The Solar Design and Training Company Limited or our supply chains.

We will treat any breach of our Anti-slavery and Human Trafficking Policy very seriously. For example, any employee who breaches the policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct.

## Supplier adherence to our values and ethics

We ensure all of our contracted suppliers are aware of, and in agreement with, our supplier code of conduct which lists the ethical standards we expect. All suppliers involved in tenders for new pieces of work, regardless of being the selected supplier or not, are aware of our ethical requirements.

## Our continued commitment

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking in our company and throughout our supply chains. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas. This includes communications through various channels to staff and also the ability to report concerns through our Serious Concerns & Whistleblowing process.

This statement is made in accordance to section 54 (Part 6) of the Modern Slavery Act 2015. It has been approved by and a copy signed by Chris Laughton the company's managing director is available upon request.

9 January 2021

The Solar Design and Training Company Limited