



Beccles and Sibson Skydivers Modern Slavery Policy

Amendment	Version	Date	Page	Incorporated By

Contents

1. Policy Statement	2
1.1 Scope	2
1.2 Responsibilities	2
1.3 Training and Compliance	3

1. Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which are illegal under UK Law.

Beccles and Sibson Skydivers has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

1.1 Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, apprentices, and partners. The policy extends to visitors and customers of Beccles and Sibson Skydivers.

While this policy extends to our supply chain, Beccles and Sibson Skydiver's assesses the business to be of low risk. The low-risk category extends to the supply chain on which the organisation depends.

1.2 Responsibilities

The organisation management has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Any individual suspecting that a breach of this policy has occurred must report it. This can be done by going through the PTO management or anonymously, in-line with the Beccles and Sibson Skydivers Whistleblowing policy.

1.3 Training and Compliance

All staff, permanent and part-time as well as volunteers, coaches and instructors will be made aware of and given full access to this policy and procedures. Information and guidance on modern slavery matters will be given to all of the above using the Beccles and Sibson Skydivers employee's 'handbook'. All staff will declare and record their understanding of the policy.

All new members of staff, volunteers, coaches, and instructors will be made aware of the policy and record their understanding. All new employees will be checked for their legal right to work in the UK.

A Staff training database will capture compliance information in line with the Data Protection Act.

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and updates will be provided using established methods of communication between the business and you. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Mark King Operations Manager and Safeguarding Lead

1st February 2023