



# The Dev And Test Guys Modern Slavery Statement

## MODERN SLAVERY STATEMENT FOR 2020/21

### **PURPOSE**

Published in accordance with the Modern Slavery Act 2015, this statement outlines the steps taken by The Dev And Test Guys Ltd to prevent modern slavery and human trafficking throughout our business and supply chains.

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 have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Dev And Test Guys Ltd 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.

The Dev And Test Guys Ltd 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. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our business process and implementation, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

### **SCOPE/TO WHOM THIS POLICY APPLIES**

This policy applies to all persons working for The Dev And Test Guys Ltd or on our behalf in any capacity, including but not limited to, employees at all levels, directors, officers, agency workers, seconded workers, volunteers, graduates, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and the College may amend it at any time.

### **RELATED POLICIES AND PROCEDURES**

This Modern Slavery (Anti-Slavery and Human Trafficking) Policy interacts with our Terms and conditions, Policy and procedures.

## **RESPONSIBILITY FOR POLICY**

The Dev And Test Guys Ltd executive management team have overall responsibility for ensuring this policy with senior management; and managers have day to day responsibility to ensure compliance with our legal and ethical obligation.

The executive management team, including but not limited to the CEO and COO, have the primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular updates on it and the issue of modern slavery in supply chains.

## **COMPLIANCE WITH THIS POLICY**

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager or the executive management team as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager or the executive management team or you may report it as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the executive management team.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The Dev And Test Guys are committed to ensuring no one suffers any detrimental treatment or effect as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your manager or the executive management team immediately.



## **COMMUNICATION AND AWARENESS OF THIS POLICY**

Communication of this policy, and on the risk our business faces from modern slavery in its supply chains, will be via our website and can be obtained from the executive management team as necessary.

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.

## **BREACHES OF THIS POLICY**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

The Dev And Test Guys may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

This statement was approved by The Executive Management Team on 21<sup>st</sup> August 2020.

Phil Edwards, CEO