

TDR statement

TDR is a private training provider specialising in the delivery of apprenticeships and training in the STEM sector.

TDR is committed to working towards the eradication of slavery and human trafficking. This document acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

TDR is committed to ensuring that there is no slavery or human trafficking in our organisation and supply chains. This reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

Organisation structure

TDR delivers apprenticeships and training to a wide range of learners from age 16 to adult in the UK.

Recruitment

All staff whether permanent, temporary or associates are recruited in-line with prevailing HR policies which ensure compliance with statutory checks and to ensure transparency in the recruitment process including measures to prevent illegal working and compliance with other relevant statutory requirements.

These checks are:

- Identity (Name, Date of Birth and Address)
- Right to work in the UK
- Possession of relevant qualifications
- Prohibition from teaching check

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- DBS Disclosure check (including Barred Lists where this is deemed necessary)
- Overseas checks (if a potential employee has lived outside of the UK, further checks may be obtained where obtaining a DBS disclosure is not considered sufficient)

Where an individual is unable to supply key data (e.g. right to work in the UK) TDR will discharge its obligation to draw such matters to the relevant UK Authority.

Supply chains

TDR is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our suppliers, contractors and business partners, and this is inferred through their agreement to TDR requirements. We will expect our suppliers to hold their own suppliers to the same high standards.

TDR will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.

Due diligence processes for slavery and human trafficking

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, TDR undertakes appropriate financial and due diligence checks when considering taking on new suppliers and reviews its existing suppliers to ensure they meet their regulatory obligations.

If the supplier's annual turnover is £36 million, the supplier must provide their Modern Slavery Statements, which is mandatory under the Act.

All registered suppliers with a turnover of £36 million or more are required to send their current Modern Slavery Statement to be held on the supplier database.

Any supplier or potential supplier that does not comply with the Modern Slavery Act 2015 will be removed from TDR's list of suppliers and will not be considered for future supply unless they can demonstrate that these compliance requirements are met.

All TDR employees are asked to familiarise themselves with TDR policies at the start of their employment or association and are contractually obligated to adhere to these policies and requirements.

We are satisfied from our own due diligence measures that there is no evidence of any act of modern day slavery or human trafficking within our own organisation.

TDR has a policy for the protection of whistleblowers, to protect those raising the issue of slavery and human trafficking within the organisation or its suppliers.

Responsibility

Ultimate responsibility for the prevention of modern slavery within TDR's rests with the Management team. TDR's Board has overall responsibility for ensuring that this policy and its implementations comply with our legal and ethical obligations.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with these requirements.

Reporting modern slavery within TDR or its suppliers

The TDR's whistleblowing policy is intended to provide guidance on how concerns can be communicated to the management. Concerns about suspected modern slavery associated with TDR or its suppliers may be reported by employees in this manner.

In summary, any suspected instance of modern slavery or human trafficking within TDR or its suppliers must be reported to the Directors who will investigate and advise the appropriate people of any further actions.

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Communication and awareness

This document is displayed on TDR's website and on the BreatheHR internal HR site. All staff are required to be aware of its contents.

Review

The Modern Slavery Statement will be reviewed yearly by the Chief Executive Officer.

Signed



LiXue

Chief Executive Officer