

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Modern slavery is a crime and a severe violation of fundamental human rights. It encompasses slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve one individual depriving another of their liberty for the purpose of exploitation. Despite increased awareness, modern slavery continues to affect global supply chains and operational environments. Standguide Group is committed to identifying, preventing, and addressing any risks of modern slavery or human trafficking within its business operations and supply chains. We maintain a zero-tolerance approach to all forms of modern slavery and human trafficking and are committed to transparency across our operations in line with the Modern Slavery Act 2015 (updated 2018). All staff are required to report any concerns, and management is responsible for ensuring timely, proportionate, and effective action is taken in response.

Organisation's Structure

Standguide Group is a private company headquartered in Ashton, Manchester, supporting a national network of operational centres delivering employability, training, and associated services. We are committed to upholding ethical, sustainable, and secure business practices across all functions and locations, consistent with ISO 9001, ISO 14001, ISO 27001 & IEP Sector-led Quality Improvement Frameworks. These standards inform our governance approach, operational controls, and continuous improvement processes.

Our Supply Chain and Supplier Adherence to Our Values

Standguide Group maintains long-standing, transparent, and ethical relationships with suppliers. Our suppliers are selected and managed based on shared values of integrity, responsibility, and respect for human rights. Although no instances of modern slavery or human trafficking have been identified within our supply chains, any concerns raised would result in immediate investigation and decisive action, in line with legal requirements and organisational policy. We expect all suppliers and contractors to uphold our values and comply with all applicable legislation and human rights standards.

Our Policies on Slavery and Human Trafficking

Standguide Group is committed to preventing modern slavery in all aspects of its business. This commitment is supported by internal policies and procedures, including:

- Anti-Slavery and Human Trafficking Policy
- Procurement Policy
- Code of Conduct
- Whistleblowing Policy
- Recruitment and Employment Policies

These policies collectively promote ethical behaviour, transparency, and strong internal controls to identify and eliminate risks associated with slavery and trafficking.

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Due Diligence Processes for Slavery and Human Trafficking

Standguide Group undertakes proportionate due diligence to safeguard against modern slavery risks within its operations and supply chains. Activities include:

- Identifying, assessing, and addressing potential areas of risk.
- Conducting supplier vetting and maintaining approved supplier lists.
- Monitoring high-risk areas and taking preventive action where necessary.
- Maintaining mechanisms to encourage reporting and support whistleblowers.
- Ensuring concerns are handled confidentially and without fear of retaliation.

These processes are reviewed regularly to ensure alignment with ISO-aligned continuous improvement requirements.

Adherence to Our Values

Standguide Group enforces a zero-tolerance approach to modern slavery and requires full compliance from all staff, suppliers, contractors, delivery partners, and third-party representatives. Adherence to our values is a mandatory component of engagement and is reinforced through contractual terms and ongoing supplier management.

Training

To improve awareness and ensure staff understand the risks of modern slavery:

- The Anti-Slavery Statement and relevant procedures are included in the Employee Handbook and accessible via the intranet.
- Staff receive regular training on recognising indicators of modern slavery, reporting concerns, and understanding their obligations.
- Refresher training is scheduled in line with role requirements and organisational need.

Our Effectiveness in Combating Slavery and Human Trafficking

We measure the effectiveness of our efforts to prevent modern slavery and human trafficking through:

- Monitoring recruitment, onboarding, and labour standards compliance.
- Reviewing supplier performance and supply chain transparency.
- Conducting compliance checks, audits, and evaluations of internal systems.
- Ensuring all concerns raised are investigated and addressed promptly.
- Reviewing KPIs as part of ISO-aligned management reviews.

Lessons learned inform improvements to processes, risk assessments, and training programmes.

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Conclusion

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Standguide Group's slavery and human trafficking statement for the current financial year. Standguide Group remains committed to continuous improvement, ethical practice, and full compliance with international standards to promote a transparent, accountable, and socially responsible business environment.

Signed: 

Name of Director: James Gambles

Dated: 07/01/2026

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