

Modern Slavery Statement

June 2024

The Spark Group (Staffordshire) Limited is committed to combating modern slavery and human trafficking in all its forms. As a small new business startup, we recognise our responsibility to promote ethical practices within our operations and supply chains. This Modern Slavery Statement outlines the actions we are taking to prevent and address modern slavery risks.

Our Business

The Spark Group (Staffordshire) Limited provides business support, training and education and we strive to maintain the highest standards of integrity, fairness, and respect for human rights in everything we do. We believe in creating a positive and sustainable impact on society while conducting our business activities.

Our Policies

We have developed and implemented policies that explicitly prohibit modern slavery, human trafficking, and forced labour within our organisation. These policies encompass all aspects of our business operations, including our employees, suppliers, contractors, and business partners. Our policies include:

Ethical Employment Practices: We adhere to local and international labour laws and regulations, ensuring fair wages, reasonable working hours, and safe working conditions for our employees. We promote diversity, equality, and respect for human rights within our workforce.

Supplier Code of Conduct: We have established a Supplier Code of Conduct that sets out our expectations for suppliers and contractors regarding modern slavery and labour standards. We expect our suppliers to share our commitment to eradicating modern slavery and to comply with all applicable laws and regulations.

Due Diligence and Risk Assessment: We conduct ongoing risk assessments to identify and mitigate potential risks of modern slavery within our supply chains. We evaluate our suppliers' compliance with our standards and, when necessary, request additional information or conduct audits to ensure adherence to our policies.

Awareness and Training: We provide training and awareness programs to our employees to enhance their understanding of modern slavery issues, including recognising the signs of exploitation and how



to report concerns. We encourage a culture of openness and vigilance, ensuring that any suspicions or reports of modern slavery are promptly addressed.

Reporting and Monitoring

We encourage the reporting of any concerns related to modern slavery within our organisation or supply chains. Our employees are encouraged to report any suspicions or observations through our established reporting channels. We treat all reports seriously and will take appropriate action in response to any identified risks or violations.

We are committed to monitoring and reviewing our efforts regularly to ensure the effectiveness of our policies and procedures. We will continually assess and improve our approach to combating modern slavery, taking into account any changes in legislation, best practices, and societal expectations.

Annual Review and Approval

This Modern Slavery Statement has been approved and will be reviewed annually and updated as necessary to reflect our ongoing commitment to combating modern slavery and human trafficking.

Signature: Daniel Canavan

Date: 14/06/2024