

Template Modern Slavery Policy

1. Education Supply Pool Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Education Supply Pool Ltd is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Education Supply Pool provides appropriate training and awareness information for all of its staff. In particular:
 - Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
 - All our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to David Brunock
5. Reports surrounding these issues are taken extremely seriously by our board of directors and senior leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area using relevant key performance indicators, including:
 - The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
 - The effectiveness of enforcement against suppliers who breach policies,
 - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
 - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:

- Corporate social responsibility policy,
- Ethical procurement policy,
- Anti-bribery / corruption policy, and
- Whistle-blowing policy.

This policy was adopted on 11th February 2026 after being agreed by our board of directors. It is reviewed annually.

Template Modern Slavery Statement

This statement is made as part of Education Supply Pool Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Education Supply Pool Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year April 2025 Year to March 2026 It was approved by the board of directors on 11th February 2026

1 Our Business

Education Supply Pool Ltd.'s is a limited company operating in the recruitment sector. We supply temporary workers in the Education and Care sectors.

Education Supply Pool Ltd is an independent business.

1.1 Who we work with

All of the hirers that we work with, and all the work-seekers we provide, are known to and identified by our staff. All the temporary workers we supply are identified by our staff.

The hiring companies that we work with are in Southeast Wales. The work-seekers we supply live in Southeast Wales

1.2 Other relationships

As part of our business, we also work with the following organisations:

- Welsh Government Commercial Delivery Team
- Education Workforce Council
- Social Care Wales
- the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

Education Supply Pool Ltd has a modern slavery policy available at www.educationsupplypool.com

In addition, Education Supply Pool has the following policies which incorporate ethical standards for our staff and our suppliers.

- Recruitment Policy
- Privacy Policy
- Data Protection
- Customer Service Policy
- Equal Opportunities
- Complaints Policy
- Whistleblowing Policy

1.3 Policy development and review

Education Supply Pool Ltd.'s policies are established by our directors based on advice from HR professionals, industry best practice and legal advice, and in consultation with the Recruitment and Employment Confederation, and Croner HR. We review our policies annually or as needed to adapt to changes.

2 Our Processes for Managing Risk

To assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing.
- We conduct audits before entering a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, to investigate any complaints.
- We collaborate with our suppliers to improve standards and transparency across our supply chain.

- We ensure that all our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

3 Our Performance

As part of monitoring the performance of Education Supply Pool we track the following general key performance indicators:

- The level of training amongst staff
- The speed at which we resolve complaints and the effectiveness of any whistle-blowing procedures

4 Our Training

All our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- All our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed