

# Biskit modern slavery and human trafficking statement



**This policy outlines the steps that Biskit has taken, and will continue to develop, in order to highlight and minimise the potential risk of modern slavery in its business and supply chain.**

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

## About Biskit

Biskit works with organisations across the UK, providing Leadership, Coaching, Strategy and Brand delivery support. Due to the nature of our work, we engage with people at all levels within organisations, from junior staff through to CEOs.

Throughout our project work, we aim to introduce and influence the CSR/ESG agenda, as part of our Leadership and Strategy work.

This is in addition to good communication and supply chain characteristics, including Modern Slavery.

## Our commitment to the principles of the Modern Slavery Act 2015

In addition to other core business principles, Biskit is committed to aims of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As part of this, we are committed to fostering and growing a non-discriminatory and respectful working environment, which in turn spreads to our supply chain.

Furthermore, our aim is to ensure that all our staff feel confident to expose wrongdoing without any risk to themselves, in any aspect of our business or supply chains.

To support this, our recruitment and workforce development people processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

## Our supply chain

Due to the nature of our UK based consultancy business, we have a reduced risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers, mainly.

However, we do work with clients that have the potential to engage in Modern Slavery, Discrimination or other Illegal activities.

## Contact

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Biskit audits all of our clients prior to engagement, and encourages all clients to introduce relevant policies as part of our Leadership and Strategy work.



**The following policies are available to all staff through the Biskit shared server:**

- Code of conduct
- Ethics policy
- Speak Up policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy

**We ensure the principles are embedded through:**

- Awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring procurement staff are aware of and follow modern slavery procurement guidance on GOV.UK
- Ensuring that consideration of modern slavery risks and prevention are added to our policy review process as an employer and procurer of goods and services
- Making sure Biskit procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- Continuing to take action to embed a zero tolerance policy towards modern slavery
- This statement has been approved by Edward Ryder, Biskit Managing Director, for the financial year ending 30 Jan 2024.
- This statement will be reviewed and updated every year.

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