



LHAA LBTA SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

ORGANISATION'S STRUCTURE

We are An Independent Training Provider with a turnover less than £36M and whilst it is not mandatory for us to publish a statement we do so to affirm to our suppliers, who may have a turnover in excess of £36M that we expect our supply chain to act in accordance with the Act and that we will not undertake business with a supply chain partner who fails to comply with the requirements of the Act.

OUR BUSINESS

Our business is organised into two business units: Hairdressing & Barbering and Beauty Therapy including make-up and nails.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials principally related to the provision of colour dyes, hair products, cosmetics and nail colouring products.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy 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 chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk -

- With regards to national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the total supply chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.



SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is provided for transparency and to illustrate the ethicacy of our business. It is not intended issued pursuant to section 54(1) of the Modern Slavery Act 2015.

Francine Luker
Managing Director