Modern Slavery and Human Trafficking Statement

Introduction

This statement highlights KBM Training & Recruitment Ltd's (KBM) approach to understanding all potential modern slavery risks related to its business and supply chains, in compliance with Section 54 of the Modern Slavery Act 2015 and the updated statutory guidance issued in 2025. Our approach aims to ensure no slavery or human trafficking in our company. This statement relates to the financial year ending on 31/12/2025. Our annual turnover is less than £36.

KBM has taken to combat modern slavery, human trafficking, forced and bonded labour and labour rights violations in its own business. This Modern Slavery and Human Trafficking statement applies to all staff involved in the delivery of funding programmes and adheres to the KBM Modern Slavery and Human Trafficking statement.

About KBM Training & Recruitment Ltd.

KBM has been a specialist training provider since 2011 in Accountancy, Taxation, Bookkeeping, Business & Administration sectors. We offer accredited and non-accredited diplomas, certificates, and awards from fundamentals to Skills level. KBM has centre approval from AAT and SkillsFirst. We have helped thousands of learners for jobs, progression into employment and further education.

KBM mitigates the risk of modern slavery occurring in its workforce by having in place robust staff recruitment and selection policies and procedures supplemented by mandatory training for managers. KBM Code of Conduct for staff requires employees to adhere to the employment policies of the KBM and a Whistleblowing Policy is in place for staff members to raise any concerns.

Staff are only recruited through established and reputable sources that can assure that they comply fully with the requirements of the legislation relating to the rights and welfare of their workers.

Although the risks of apprentices or learners experiencing occurrences of modern slavery or human trafficking through direct contact with the KBM are extremely low, it is appreciated that whilst living within the local area, they may become aware of such instances or, on very rare occasions, be entrapped into adopting the lifestyle of a modern slave. KBM has easily accessible channels to mitigate these circumstances through which apprentices and learners can obtain assistance, support, and advice on their well-being.

Relevant Policies

We operate the following policies that support preventing slavery and human trafficking in our operations and apprenticeship delivery.

Whistleblowing Policy - we encourage all employees, customers and other business partners to report any concerns related to our activities. This includes any circumstances that may increase the risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for employees to disclose without fear of retaliation. Our whistle-blowing policy is contained in an internal document (confidential reporting policy) and made available to all employees.

Employee Code of Conduct - our code clarifies to employees the actions and behaviour expected of them when representing us. We strive to maintain the highest standards of employee conduct and ethical behaviour.

Safeguarding Policy – our safeguarding policies and procedures are aimed specifically at people with care and support needs who may be in vulnerable circumstances. Modern slavery is one of the principal categories of abuse that is contained within the Safeguarding Policy.

Awareness-raising Programme

We have raised awareness of modern slavery issues by informing all of our staff by our all communication channels. This information explains to employees:

- The basic principles of the Modern Slavery Act 2015;
- How employers can identify and prevent slavery and human trafficking;
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties;
- What external help is available, for example through the Modern Slavery Helpline Review
- We conduct modern slavery awareness sessions for our staff, learners, apprentices, and other invited stakeholders.

This statement is reviewed and published annually.

This statement is approved by the Management of KBM Training and Recruitment Ltd. and signed on its behalf by:

Agreed/signed by: Salman Khan

Position: CEO/Director