

Modern Slavery and Human Trafficking Statement – revised 2023

Just as great coaches are there for their participants, so UK Coaching is Here for the Coach.

We are the team behind the coach. We empower, champion, and develop coaches to play a pivotal role in building healthier and happier communities by bringing great coaching to the lives of millions. Our mission is to become the UK's leading destination for learning and development, products, and services for coaches.

As a charity, we reinvest 100% of the profit we make back into the organisation to support the delivery of the strategic priorities.

This statement sets out UK Coaching's actions to understand potential modern slavery¹ risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own business and our supply chains. Although, as an organisation, UK coaching turns over far less than the threshold for organisations required to publish a statement under the Act, we are committed to ensuring that we treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent, and trusted.

We expect the highest standards of conduct and probity throughout our supply chain and business relationships. We will not deal with any organisation that has been found to be involved in modern slavery. If we became aware of a substantiated issue relating to modern slavery or human trafficking with a supplier, we would terminate our contract with them.

All our operations and our supply chain activities are UK based, including the sourcing of materials and equipment to support our operations. In general, our supply chain involves regulated professional advisers, reputable recruitment agencies, and in respect of our IT infrastructure and operational requirements, reputable service providers. We expect all those in our supply chain to comply with our zero-tolerance approach to slavery and human trafficking. Therefore, our supplier contracts include terms that they will provide relevant services in accordance with the provisions of the Modern Slavery Act 2015. We also expect our suppliers to assume responsibility for ensuring that their supply chain is assessed for risks in these areas which are actively managed. This expectation is contained in the contracts/tenders that we sign.

As part of UK Coaching's assessment of risk in these areas, the current status is that our activities in relation to modern slavery and human trafficking are low risk.

Policies, standards and procedures

We have a comprehensive range of policies aimed at providing a safe, healthy and motivational work environment and treating all colleagues equitably, with dignity and

¹ 'Modern Slavery' is defined by the Modern Slavery Act 2015 ("the Act") as a term to encapsulate the offences of slavery, servitude and forced or compulsory labour, and human trafficking. It is used with this definition throughout the statement to support compliance with section 54 of the Act)

respect. Our policies, procedures and processes comply with legislation and embrace best practice. These include:

- a. Code of Conduct. This policy drives ethical behaviour, demonstrating our commitment to acting with integrity, managing conflicts of interest and the reporting of issues.
- b. Whistleblowing. This policy is in place to guide and support UK Coaching Group employees in raising a whistleblowing concern made in the public interest.
- c. Recruitment. We have recruitment policies relating to staff, associate staff and Board members. These outline our recruitment and selection processes, which helps to ensure that these are transparent and equitable. It also includes checks on the right of employees and agency workers to work within the UK as well as DBS checks.
- d. Anti-Bribery. This policy compliments our Code of Conduct policy and outlines the UK Coaching Group's commitment to conducting business in an honest and ethical manner. It includes the recording of hospitality and gifts received by UK Coaching Group employees.
- e. Pay Matters. This policy outlines the process in place to review the salary of all permanent staff to ensure an equitable approach and to ensure that all staff we employ receive fair pay.
- f. Annual Leave. This policy encourages all employees to make full use of their leave entitlements to support a positive work-life balance.
- g. Responsible Procurement Principles. These set out our commitment to upholding high ethical conduct in our activities, including our stance on labour principles and ethics.

Policies and processes are reviewed on a periodic basis to ensure they remain fit for purpose.

Employees

The UK Coaching head office is in England; the staff are directly employed and are not in any category generally seen to be vulnerable to modern slavery in the UK. Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees; ensuring that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account. We have policies and procedures in place to ensure compliance with all human rights and UK employment laws; providing market-related pay and rewards which are reviewed annually. Employees are given access to an employee assistance programme which provides an external and confidential 24-hour telephone support helpline through which advice and information can be provided on a wide range of topics. Therefore, we are satisfied that our employees are not exploited in any way.

Reviewed and approved by the FAR Committee	27 September 2023
Reviewed and approved by the Board	26 October 2023
Next review due	August 2026