

***REAL* First Aid** 

***REAL* First Aid Ltd**

MODERN SLAVERY STATEMENT

7th March 2023

This statement is made pursuant to [Section 54 of the Modern Slavery Act 2015](#) and sets out the steps that Real First Aid Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Real First Aid Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Information is provided in reference to Subsection (5) of the Act

1. Our organisation structure, its business and its supply chains;

Real First Aid Ltd provide First Aid training and health, safety and training consultancy to individuals, groups and businesses.

Real First Aid Ltd is a limited liability company whose sole business is based in the UK. We deliver training across the UK and abroad.

Our supply chain primarily consists of retail suppliers of first aid and medical equipment supported by traditional tertiary business suppliers and support.

As our turnover is below the £35m threshold our Modern Slavery Statement is voluntary.

2. Our policies in relation to 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.

We operate a formal [recruitment policy](#), including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

We operate an informal whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Modern Slavery Helpline on 0800 0121 700 or Crimestoppers anonymously on 0800 555 111.

3. Our due diligence processes in relation to slavery and human trafficking in our business and supply chains;

It is neither practical nor possible for us (and every other participant in the supply chain) to have a direct relationship with all links in the chain. As such our due diligence process extends to:

- 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 in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain.
- Understanding our supply chain so as to identify and assess particular product or geographical risks of modern slavery and human trafficking.
- Terminating our relationship with suppliers that fail to improve their performance in line with an action plan or violate our supplier code of conduct.

4. The parts of our business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps we have taken to assess and manage that risk;

Potential business relationships with businesses, groups and individuals based in in countries of high risk (as indicated by the UK Government Supplier Registration) would warrant a Modern Slavery and Human Trafficking Risk Assessment prior to formal engagement:

- | | | |
|------------------------------------|---------------|------------------------|
| • Bangladesh | • Indonesia | • Philippines |
| • China | • Iran | • Qatar |
| • Colombia | • Iraq | • Russia |
| • Democratic Republic of the Congo | • Kazakhstan | • South Korea |
| • Egypt | • Mexico | • Sudan |
| • Ethiopia | • Myanmar | • Thailand |
| • Guatemala | • Nigeria | • Turkey |
| • India | • North Korea | • United Arab Emirates |
| | • Pakistan | • Uzbekistan |

5. Our effectiveness in ensuring that slavery and human trafficking is not taking place in our business or supply chains, measured against such performance indicators we consider appropriate;

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:

- For individuals - Evidence of eligibility to work in the UK.
- For UK based suppliers - They pay their employees at least the national minimum wage / national living wage (as appropriate)

- For international suppliers - They pay their employees any prevailing minimum wage applicable within their country of operations

If reports are received to indicate that modern slavery practices have been identified from employees, the public, or law enforcement agencies we may terminate any contract at any time.

6. The training about slavery and human trafficking available to its staff.

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 all staff (including freelance employees and contractors) so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

7. Declaration

On behalf of **Real First Aid Ltd** we, the undersigned, will oversee the implementation of the Modern Slavery Policy and take all necessary steps to ensure it is adhered to.

Signed: 

(n.b. One of the signatories should be the Director)

Name: Adam Gent

Position within the Company: Director

Date: 7th March 2023
