Modern Slavery Statement

Smart Energy Training T/A Smart Gas Training & Assessment Centre Ltd, Part of the Realise Training Group (Realise) statement on slavery and human trafficking. This statement applies to Smart Energy Training and all subsidiaries.

At Smart Energy Training, we are committed to playing our part in eradicating modern slavery.

As a responsible business, we aim to operate ethically and responsibly at all times. We maintain a zero-tolerance approach to modern slavery of any kind within our business or supply chain.

This statement explains Smart Energy's processes, policies, and actions in relation to modern slavery. It has been approved by the Board of Smart Energy Training and is made in accordance with Section 54(1) of the Modern Slavery Act 2015.

Our organisation

Smart Energy is a training provider based in England. We offer apprenticeships, adult learning programmes and recruitment services.

We are organised into the following sectors:

- Gas and Green Energies

Smart Energy solely operates within the United Kingdom.

Our supply chain

Our supply chain comprises of delivery partners, subcontractors, consultants, and suppliers (e.g., recruitment advertisers or IT suppliers) and consultants.

We have strict policies and processes in relation to conducting business with Smart Energy. Our supply chain partners must comply with laws and regulations. This includes those relating to Modern Slavery, Human Rights and Employment Law.

Before a business can join our supply chain, they are required to read our Code of Conduct and confirm that they will uphold it.

Our Code of Conduct sets out the standards and principles to prevent modern slavery and we expect all sub-contractors, suppliers, and business partners to comply with it. The code is not limited to, but includes:

- Opposing the exploitation of child labour
- Acting honestly, ethically and with integrity at all times
- Not knowingly making purchases or entering into agreements with organisations which do not comply fully with the labour, safety, and other relevant laws of their respective country as per Modern Slavery Act 2015

We operate regular and systematic reviews of our supply chain to ensure compliance with our Code of Conduct. Further details of which can be found within our Delivery Partner and Subcontractor Framework.

We are comfortable from our due diligence that there is no evidence of modern slavery or human trafficking in our organisation.

However, should our due diligence find a supply chain partner to be in breach of our standards, we would consider invoking sanctions including the termination of the business relationship.

Our policies and procedures in relation to modern slavery

The following company policies and procedures support us in ensuring that modern slavery is not taking place in our supply chains or business.

- Whistleblowing
- Health and Safety
- Safeguarding including Prevent
- Pre-employment checks (Safer Recruitment Policy) including DBS
- Quality Assurance and Monitoring procedures
- Delivery Partner Management Framework (includes Code of Conduct)
- Self-Assessment Report and Quality Development Planning
- Anti-Fraud and Corruption
- Complaints
- Modern Slavery
- Procurement
- Employee Code of Conduct
- Recruitment

Recruitment of employees

Smart Energy Training is committed to being a responsible business and ensuring our employees work in environments which are safe and do not impact on their human rights. We seek to comply with all employment legislation. As part of this, we conduct a robust pre-employment process to ensure all employees have the appropriate right to work in the UK. This process is in line with the Safer Recruitment Policy.

Training and information for our employees

All our policies and procedures in relation to Modern Slavery and Human Trafficking are available to all employees through our Intranet system.

All new employees are required to read through our policies as part of their induction process. Furthermore, all staff are required to complete mandatory e-learning on Modern Slavery and Human Trafficking. This training is monitored by the Senior Leadership Teams to ensure all employees complete the modules in a timely and satisfactory manner.

Monitoring

- To review the effectiveness of our policy, we monitor the following:
- Records to confirm that employees have completed and achieved a satisfactory pass rate on mandatory e-learning modules
- Records to confirm suppliers have been issued with a copy of our Code of Conduct and confirmed compliance
- Records to confirm all employees have the right to work in the UK
- Records of any actions taken to advance our identification and mitigation of risks relating to Modern Slavery
- Records of how we have managed any whistleblowing cases
- Records of how we have managed any complaints

Next steps

Smart Energy Training is committed to being a responsible business and ensuring our employees work in environments which are safe and do not impact on their human rights.

We seek to comply with all employment legislation. As part of this, we conduct a robust pre-employment process to ensure all employees have the appropriate right to work in the UK. This process is in line with the Safer Recruitment Policy.

Training and information for our employees

Over the next 12 months, we plan to:

- Review all policies and procedures relevant to modern slavery and human trafficking.
- Increase awareness across the business through our internal communication channels, social media channels and external websites.
- Increase training for key individuals who manage contractual relationships.

This statement will be reviewed annually and published on our external website – www.smartenergytraining.co.uk

This statement has been approved by the Board of Directors

Signed for and on behalf of Smart Energy Training

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Policy Owner	Gregg Scott Chief Executive Officer
Signed by Chief Executive Officer	Gregg Scott Chief Executive Officer