

CAST COMMERCIAL ACUMEN LIMITED

Modern Slavery Statement

1. Introduction

- 1.1. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.
- 1.2. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, associate trainers, suppliers, customers, and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers and customers will hold their own suppliers and customers to the same high standards.
- 1.3. This statement and its related policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, associate trainers, third-party representatives, and business partners.
- 1.4. This statement and its related policy does not form part of any team members contract of employment or to provide training services and we may amend it at any time.

2. Our organisation

- 2.1. Cast Commercial Acumen Limited ("CAST") supports all individuals to live, love, learn and work as independently as they choose to. We will always seek to provide opportunity, choice, and support in communities locally and around the globe.

3. Our supply chain

- 3.1. CAST has a variety of commercial relationships with a variety of third parties. As a result, we recognise the importance of our role in executing the requirements of the Modern Slavery Act 2015 and will always work to ensure a zero-tolerance approach to slavery and human trafficking.

4. Our people

- 4.1. Our team members are largely self-employed associate trainers and third-party contractors who are not in any category which is seen to be vulnerable to modern slavery in this country, so our main focus is to ensure there are policies and due diligence procedures in place for our suppliers and with the customers we work with.

5. Our approach


5.1. We are always alerted to identify and mitigate any risk of slavery and human trafficking in our supply chain and with our customers, including:

- A risk assessment is undertaken during each procurement process, this provides assurance that our supply chains comply with CAST's Modern Slavery policy.
- Modern Slavery clauses are included in all contracts associate trainers, third-party contractors, and other suppliers.
- We intend to create a 'Speak Up' service throughout our business to enable all team members to raise and share their concerns without any fears of repercussion or negative consequence.

6. Statement Review and Implementation

6.1. This Statement will be updated as necessary to reflect current best practice, official guidance, and in line with current legislation.

6.2. This Statement shall be deemed effective as of 13th April 2023. No part of this Statement shall have retroactive effect and shall thus apply only to matters occurring on or after this date.

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Signature:	

This Modern Slavery Statement is not contractual and may be varied by Cast Commercial Acumen Limited at any time.