

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 2023/

APF ACTIVITY CAMPS (K James consultancy and headship) ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

APF ACTIVITY CAMPS (K James consultancy and headship) and has business operations in the United Kingdom.

We operate in the education and childcare sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with goods, such as sports equipment for our premises, and services, such as outsourced business processes, IT software and marketing services.

For more information about the Company, please visit our website: www.apfactivitycamps.org.

OUR COMPANY POSITION ON MODERN SLAVERY

Our company is committed to upholding human rights and ethical labor practices throughout our supply chain. We have implemented strict policies and procedures to prevent and address any instances of modern slavery within our organisation. We regularly conduct audits and assessments to ensure compliance with these standards, and we provide training to our employees and suppliers on identifying and reporting any potential violations.

Additionally, we collaborate with industry partners and organizations to continuously improve our approach to combatting modern slavery. By actively engaging with stakeholders and sharing best practices, we strive to create a culture of transparency and accountability in our efforts to eradicate modern slavery.

Our ultimate goal is to contribute to a world where every individual is treated with dignity and respect, free from exploitation. Through our commitment to ethical sourcing practices and ongoing monitoring of our supply chain, we aim to set a positive example for others in the industry. By working together with like-minded organizations, we can make a greater impact in the fight against modern slavery and ensure a more sustainable future for all.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - Through rigorous checks on staff to ensure they are suitable to work and are not being forced against their will to work or complete tasks.
- Supplier code of conduct - Monitoring the suppliers to ensure they are not committing modern slavery acts as part of the service they provide.
- Whistleblowing policy - By detailing the expectations for raising concerns if they are aware of conduct issues of staff.
- Staff code of conduct - By ensuring that staff adhere to our core values and professionalism. This includes treating others with respect and not forcing them to complete work against their will.
- Safeguarding policy - By ensuring that staff are aware of the signs and symptoms of adults or children who may be at risk of trafficking or modern slavery and how to report these concerns.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.

We do not consider that we operate in a high-risk environment because the all of our supplies are based in the UK and in low-risk industries. .

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers - 100% of suppliers each year.

Training Staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

The statement was approved by the board of directors.

kaz james, Director

APF ACTIVITY CAMPS (K james consultancy and headship)