

1. Foreword

Here at the WYK Group Limited, we are committed to high standards of ethical and governance arrangements in respect of impartiality, integrity and objectivity in managing public funds and our activities. We have a zero tolerance approach to modern slavery, and support the UK Government's objectives to eradicate modern slavery and human trafficking.

This is our first modern slavery statement. Over the next year, we will provide awareness training to all our colleagues on the Modern Slavery Act 2015 and make suitable resources available to enable them to take appropriate action if they suspect a case of slavery or human trafficking. We will also continue to do our own risk assessments and work with our suppliers in the higher risk categories to help them better understand the anti-slavery activity they should be undertaking. We are committed to maintaining best practice and to seeking continuous improvement. We invite you to help, share best practice and to hold us to account and challenge where you think we can do better.

Robert Jackson

May 2023

2. Our commitments

The WYK Group Limited is committed to protecting and respecting human rights and have a zero tolerance approach towards modern slavery. We are committed to ensuring that there is no modern slavery and human trafficking in our supply chains or any part of our business. We do not enter into business with any organisation, which knowingly supports, or is found to be involved in slavery, servitude or forced or compulsory labour.

As an equal opportunities employer, we're also committed to creating and ensuring a non-discriminatory and respectful working environment for our people. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK.

3. Our business and supply chain

The WYK Group Limited is a non-profit social enterprise who are commissioned to deliver adult education programmes on behalf of charities such as the Prince's Trust and the UK government. We are committed to lowering barriers to entry for young people from under-served and under-represented backgrounds entering the digital jobs market.

4. Our purpose:

- To lower barriers to entry in digital jobs for young people
- To help promote diversity and equal access to opportunities within digital
- To help businesses hire up-skilled motivated talent
- To support lower income and minority communities with career access

Throughout 2023-4, we will continue to focus on our mission of making a better future for people looking to launch careers in digital;

For further details on our business structure and our business model, please see our Annual Impact Report.

We engage with a range of clients and suppliers from SMEs to large corporations, the majority of which are UK based. Our main partners and suppliers work in specialist digital marketing related services, which support our core activity. Whilst we assess ourselves to have a generally low risk of modern slavery in our business activity, we acknowledge that there are risk areas for us and therefore focus on these appropriately.

5. Our policies

We are committed to doing the right thing by ensuring we respect human rights and the environment. We manage a governance framework for all material focus areas within our sustainable framework and follow best practice guidelines, on which our policy and processes are based.

The following policies are available to all staff through our intranet:

- Code of conduct
- Whistleblowing policy
- Bullying and harassment policy

- Diversity and inclusion policy
- Recruitment and selection policy

6. Risk assessment and management

WYK maintains a risk register and performs risk assessments against all employment partners and suppliers we work with. We are committed to identifying risks across our business and flagging them to partners or suppliers.

If an employment partner or supplier fails to adequately remediate the issue, the relationship would be re-evaluated and if necessary, terminated.

8. Key performance indicators

Where potential modern slavery impacts are identified within a contract requirement, we will work with our suppliers to develop appropriate KPIs to monitor and manage performance in regards to these risks.

9. Training on modern slavery and trafficking

WYK is committed to raising awareness with our team about the risks and threats of modern slavery. Upon working with WYK all team members are required to read the .GOV Modern Slavery Awareness booklet. We also sign post our team to have awareness about resources such as the GLAA videos on how to spot modern slavery.