



MODERN SLAVERY STATEMENT

Version: 3, August 2026

Document Control

Document approved for release: 17/8/2026 by the General Manager

Version Control

Version 3: 17/08/2026

Review Dates

Reviewed annually – August

Linked Policies

- N/A

Person Responsible for the Policy

General Manager

Name

Charlotte Kirkbride

Signature**System People Limited**

Carlisle Airport Business Park, Irthington, Carlisle, Cumbria, CA6 4NW. admin@system-people.co.uk

01228 530 132 www.system-people.co.uk

Registered in England and Wales No: 04593467. VAT No: 8475 796 65.

1. ORGANISATION

This statement applies to System People Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year April 2026.

2. DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

3. COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the *Organisation* in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The *Organisation* strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in England & Wales, and in many cases exceeds those minimums in relation to its employees.

4. ORGANISATIONAL STRUCTURE

The Organisation is controlled by a Board of Directors, supported by a senior leadership team. Offices are located at English Gate Plaza, Botchergate, Carlisle and Carlisle Airport Business Park, Carlisle.

In addition, the Organisation has satellite offices in Workington (Cumbria) & Thurrock (Essex)

The main activity carried out by the Organisation is training provision (apprenticeships + commercial training), and provision of vetted supply staff to schools.

5. SUPPLY CHAIN STRUCTURE

In order to fulfil its activities, the Organisation's main supply chains include those related to the provision of training by sub-contractors in the United Kingdom. These sub-contractors are required to be entered on to the ESFA's Register of Apprenticeship Training Providers (RoATP), before contracts can be issued; they do not typically further sub-contract any delivery.

System People Limited

Carlisle Airport Business Park, Irthington, Carlisle, Cumbria, CA6 4NW. admin@system-people.co.uk

01228 530 132 www.system-people.co.uk

Registered in England and Wales No: 04593467. VAT No: 8475 796 65.

6. ASSESSING AND MANAGING RISK

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

7. DUE DILIGENCE IN RELATION TO MODERN SLAVERY

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

We have strong Safer Recruitment processes that ensure that all employees, directly employed, sub-contracted or freelance meet all the necessary UK employment checks including stringent Right To Work in the UK checks.

8. TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern[SR1] slavery:

- Equality, Diversity & Inclusion Training
- Prevent Training
- Annual training on modern slavery policy

9. MONITORING AND EVALUATION

We keep a strict and regularly monitored/updated Single Central Register to ensure that all employees, direct, sub-contracted, freelance meet all of our Safer Recruitment processes and conditions. In addition, sub-contractors attend regular monitoring meetings with the Client Liaison & Subcontracting Manager, sharing any personnel updates including needed qualifications of trainers.

10. STEPS

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- including risks associated with modern slavery to our Risk Register
- ensuring whole company and subcontractors understand our zero tolerance policy towards modern slavery;

11. MODERN SLAVERY COMPLIANCE OFFICER

System People Limited

Carlisle Airport Business Park, Irthington, Carlisle, Cumbria, CA6 4NW. admin@system-people.co.uk

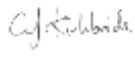
01228 530 132 www.system-people.co.uk

Registered in England and Wales No: 04593467. VAT No: 8475 796 65.

The Organisation has a Modern Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval by the board of Directors): 17 August 2026

Signed – 

Charlotte Kirkbride

General Manager

Date 17th August 2026

System People Limited

Carlisle Airport Business Park, Irthington, Carlisle, Cumbria, CA6 4NW. admin@system-people.co.uk

01228 530 132 www.system-people.co.uk

Registered in England and Wales No: 04593467. VAT No: 8475 796 65.