



# First Aid Training

## Modern Slavery Statement v1.0

Last reviewed: 1st June 2021

Review due: 1st June 2023



# First Aid Training

This statement is made pursuant to [Section 54 of the Modern Slavery Act 2015](#) and sets out the steps that React First Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. React First Ltd has a zero tolerance approach to any form of modern slavery. We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our business relationships, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Information is provided in reference to Subsection (5) of the Act

## **1. Our organisation structure, its business and its supply chains;**

React First Ltd provides first aid training to individuals, groups and businesses.

React First Ltd is a limited liability company whose sole business is based in the UK. We deliver training across the UK and abroad.

Our supply chain primarily consists of retail suppliers of first aid materials and equipment supported by traditional tertiary business suppliers and support.

This Modern Slavery Statement is voluntary as the company turnover does not exceed £35m.

## **2. Our policies in relation to slavery and human trafficking;**

We operate a formal recruitment policy, including conducting eligibility to work in the UK checks where necessary, to safeguard against human trafficking or individuals being forced to work against their will.

## **3. Our due diligence processes in relation to slavery and human trafficking in our business and supply chains;**

It is neither practical nor possible for us and every other participant in the supply chain to have a direct relationship with all links in the chain. As such our due diligence process extends to:

- Our point contact is preferably with a UK company or branch and we expect these entities to have appropriate anti-slavery and human trafficking policies and processes.
- Understanding our supply chain so as to identify and assess particular products or geographical risks of modern slavery and human trafficking.
- Terminating our relationship with suppliers that fail to improve their performance in line with an action plan or violate our supply of services agreement.



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## **4. The parts of our business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps we have taken to assess and manage that risk;**

Potential business relationships with businesses, groups and individuals based in countries of high risk (as indicated by the UK Government Supplier Registration) would warrant a Modern Slavery and Human Trafficking Risk Assessment prior to formal engagement:

- |                                    |               |                        |
|------------------------------------|---------------|------------------------|
| • Bangladesh                       | • Indonesia   | • Philippines          |
| • China                            | • Iran        | • Qatar                |
| • Colombia                         | • Iraq        | • Russia               |
| • Democratic Republic of the Congo | • Kazakhstan  | • South Korea          |
| • Egypt                            | • Mexico      | • Sudan                |
| • Ethiopia                         | • Myanmar     | • Thailand             |
| • Guatemala                        | • Nigeria     | • Turkey               |
| • India                            | • North Korea | • United Arab Emirates |
|                                    | • Pakistan    | • Uzbekistan           |

React First Ltd currently has no business relationships in these areas.

## **5. Our effectiveness in ensuring that slavery and human trafficking is not taking place in our business or supply chains, measured against such performance indicators we consider appropriate;**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- For individuals - Evidence of eligibility to work in the UK.

## **6. The training about slavery and human trafficking available to its staff.**

React First should consider the introduction of training to staff, including freeland employees and contractors so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Such training would increase the level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

This statement is available at <https://www.reactfirst.co.uk/centre-policies.htm> and is reviewed every two years.

Jennifer Pugh

Director  
React First Ltd