

The Management Centre Learning Ltd**Modern Slavery and Human Trafficking Statement****Financial year November 2025 – October 2026****1. Introduction**

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015. It sets out the steps The Management Centre Learning Ltd has taken, and continues to take, to understand and address the risks of modern slavery and human trafficking within our own business and our supply chains.

The Management Centre Learning Ltd is a small business with 10 employees and three associates. We fall below the £36 million annual turnover threshold that makes publication of this statement a legal requirement under the Act. We are publishing it voluntarily, because we believe transparency about modern slavery risk matters regardless of company size and turnover, and because it reflects the standard we expect from our own suppliers and partners.

2. Our organisation and business structure

The Management Centre Learning Ltd is a learning and development consultancy, providing training design, facilitation and coaching to customers in the not-for-profit sector across the world (mainly the UK and Europe). We are registered at UK address 19 Uplands Road London N8 9NN under company number 11521146, and employ 10 members of staff and work closely with 3 independent associates, all based in the UK.

We do not own or operate any manufacturing facilities. Our operations are primarily office-based and involve the design and delivery of training content, facilitation and consultancy services.

3. Our supply chains

Our supply chain is small and relatively low-risk compared to sectors such as manufacturing, agriculture or construction. It principally consists of:

- Print and pack suppliers – PDI who print and assemble physical training materials and workbooks on our behalf.
- Professional services – our accountant/accountancy firm, I Hate Numbers, who provide bookkeeping and tax support.
- Software and technology providers – including Xero (accounting software), Google (workspace and productivity tools) Adobe (creative and document software), Zoom (communications platform), Notion (Artificial Intelligence (AI) platform), Anthropic (Artificial Intelligence (AI) platform) each of which is a large, publicly listed corporation with its own published modern slavery and human rights commitments.
- Digital platforms – including our CRM system, Open CRM, our website, hosted and maintained via Toast and Time Navi (Time tracking software). These are provided by established technology companies operating standard commercial licensing models, which we consider to be lower risk.
- IT support – from an independent IT consultant who provides ad hoc IT support and maintenance on a freelance/contractor basis. We engage them directly under a standard contract for services and confirm their right to work in the UK.
- Training associates – Three freelance associate trainers who deliver training on our behalf under individual contracts for services. We carry out right-to-work checks and agree terms directly with each associate, rather than sourcing them through third-party agencies.

We consider our largest technology suppliers to be lower risk given their scale, public reporting obligations and existing governance structures. We consider our print and pack supplier(s) to warrant closer attention, given that print and packaging supply chains can, in some circumstances, involve sub-contracted labour, casual or agency staff, and materials sourced from lower-oversight regions.

4. Our policies on modern slavery

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our approach is and will be, reflected in the following internal policies which are reviewed annually:

- A Whistleblowing Policy, enabling staff to raise concerns, including about suspected exploitation, in confidence and without fear of reprisal.
- A Supplier Code of Conduct setting minimum expectations of suppliers regarding labour standards, working conditions and pay.

- A Recruitment Policy, including right-to-work checks for all staff and, where used, due diligence on any recruitment agencies or freelance associates engaged.

5. Due diligence and risk assessment

Given our size and the nature of our supply chain, our due diligence currently consists of the following steps:

- Reviewing the published modern slavery statements and policies of our key suppliers, where these are publicly available.
- All new suppliers vetted at a Director level.
- Due diligence carried out on modern slavery and labour standards when onboarding new suppliers, particularly for physical goods and print/pack services.
- Carrying out right-to-work checks for all new employees and, where relevant, freelance associates engaged directly by The Management Centre Learning Ltd.
- Reviewing our supplier list, as part of our risk register, at least annually to confirm no material changes in risk (for example, a change of print/pack supplier, sub-contracting, or overseas sourcing).

We have not, to date, identified any evidence of modern slavery or human trafficking within our business or supply chains.

6. Training

We are committed to ensuring our staff understand the risks of modern slavery. All directors involved in supplier selection and procurement complete an induction on modern slavery risk indicators. This statement is shared with our team and will be publicly available on our website by the end of August 2026.

7. Measuring effectiveness

As a small organisation, we intend to measure the effectiveness of the steps we are taking against the following simple indicators:

- No substantiated reports of modern slavery or labour exploitation within our business or direct supply chain.
- Completion of an annual supplier review covering our print/pack supplier(s) and any other physical-goods suppliers.

8. Approval

This statement was approved by the Directors of The Management Centre Learning in July 2026 and will be reviewed and updated each financial year.

Date updated: July 2026

Next review: November 2026