



Modern slavery statement for financial year 2018/2019

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Bridge Interpreting, Translating and Training Services CIC 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. Bridge has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Bridge Interpreting, Translating and Training Services CIC provides Interpreting and Translating Services and a comprehensive range of nationally recognised qualifications for Interpreters and Translators and supporting qualifications to enhance employment skills

Our policies

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

1. **Safeguarding.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. **Code of Practice.** This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our Linguists

Bridge Interpreting, Translating and Training Services CIC operates a robust recruitment policy and maintains a Linguists database. We conduct due diligence on all suppliers before allowing them to become a registered Linguists. Our anti-slavery policy forms part of our contract with all Linguists and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with businesses, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their activity
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national living wage
4. We may terminate the contract at any time should any instances of modern slavery come to light

Training

We regularly conduct training for our Linguists so that they understand the signs of modern slavery and what to do if they suspect that it is taking place

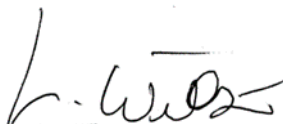
Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports have been received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified

Approval for this statement

This statement was approved by the Board of Directors on 17th September 2016 and signed by the Directors of Bridge Interpreting, Translating and Training Services CIC.



Lynn Wilson



Julie Pagès