



FTS Statement on Modern Slavery

FTS Solutions is committed to ensuring that all of its business dealings are carried out in full compliance with relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited both within FTS and its supply chains.

As a service provider our supply chain is limited, but however small, we are committed to taking steps to improve our practices to combat modern slavery and human trafficking and continue to take significant steps in our commitment to eliminating abuse and exploitation in the workplace as detailed in this Statement.

A) Organisation's structure

FTS Solutions is a small private organisation supplying specialised instructors to NHS, voluntary and private ambulance services within the UK. We employ approximately 120 contractors to carry out this work UK wide. Our office base is in Scotland UK, with our registered office in Ilford Essex.

B) Our business

Our main service is the provision of qualified driving instructors and clinical instructors to the NHS. However, we are also a training provider for Ambulance Driver training and provide this service to voluntary and private ambulance services.

C) Our supply chains

Our supply chains include the purchase of office & cleaning equipment, staff uniforms, support services for IT & business advice, accreditation services from awarding bodies, and our utilities for our office base. We share our head office with our sister company FTS Care Ltd and carry out a due diligence process in identifying suitable suppliers and service providers for both organisations.

D) Our policies on Modern Slavery and Human Trafficking



We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing due diligence and contractual compliance to ensure that modern slavery and human trafficking is not taking place anywhere in our supply chain.

E) Due diligence processes for Modern Slavery and Human Trafficking

FTS management are confident that no modern slavery or trafficking exists within the organisation, as recruitment for organisation involves recruiting for a highly specialised role which involves the employee having worked for emergency services or in a professional driving role initially and studying to a high level to achieve the current required qualification in the UK. Our recruitment of these instructors is an overt process which demands a high level of background check and sharing of instructor details with regulatory bodies. The risk of a person being trafficked to this instructor role is almost impossible, and definitely very unlikely. We do not employ workers such as cleaning staff, gardeners, security and instead employ local small businesses for such projects through local enterprise small business projects. In our supply chain for products, we use suppliers who are well known suppliers such as Viking, Amazon, PHS and also Tesco, Asda, Argos, whom we know share the same ethical responsibilities as we do.

All suppliers must complete a supplier form and sign a declaration in respect of the values of their organisation including holding the same values as us.

F) Supplier adherence to our values

We have zero tolerance approach to modern slavery and human trafficking. To ensure all those in our supply chain and contractors support our values on this subject we require our Suppliers to abide by our Modern Slavery policy (or their own equivalent) via our contract terms.



G) Training

All staff have access to a whistleblowing process which will allow them to report any concerns that they may have in a confidential and secure manner.

Management staff receive CPD and training updates in all areas of legislation affecting their role including awareness training in Modern Slavery and Human Trafficking as well as Safeguarding Procedures.

All of our instructor staff are trained in safeguarding procedures and are aware of whistleblowing policies with each NHS Trust they work within. Working in partnership with our clients and supplier, we can take positive steps to eliminate modern slavery and human trafficking.

This statement is made relevant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement.

Pauline Spy

Compliance & HR Director