

Train AV

Integrated Management System Policy Anti-Slavery, Living Wage & Anti-Discrimination

Document Control

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1. Purpose

This policy defines Train AV's commitment to ethical labour practices, fair pay, equality, and human rights, and supports compliance with applicable legal and ISO management system requirements.

2. Scope

This policy applies to all employees, contractors, freelancers, suppliers, partners, and any persons working on behalf of Train AV.

3. Normative References

UK Modern Slavery Act 2015
Equality Act 2010
Employment Rights Act 1996
ISO 9001:2015
ISO 14001:2015
ISO 45001:2018
ISO 26000
ISO 20400

4. Anti-Slavery & Human Trafficking

Train AV operates a zero-tolerance approach to modern slavery, forced labour, bonded labour, child labour, and human trafficking. All work must be freely chosen and free from coercion.

5. Living Wage & Fair Pay

Train AV commits to paying at least the UK Real Living Wage or statutory minimum wage, ensuring fair, transparent, and lawful remuneration practices.

6. Equality, Diversity & Anti-Discrimination

Train AV provides an inclusive workplace free from discrimination, harassment, or victimisation, in line with the Equality Act 2010.

7. Reporting & Corrective Action

Concerns may be raised without fear of retaliation and will be investigated and addressed through corrective action processes.

8. Review & Continuous Improvement

This policy is reviewed annually and forms part of Train AV's Integrated Management System.