



Creative Consulting and Training Ltd

Proof of Compliance with Ethical Sourcing Guidelines

Version: 2026

Approved by: Olushola Isaac, Director

Review Frequency: Annually

Purpose

Creative Consulting and Training Ltd is committed to conducting business ethically, responsibly and transparently. We recognise that ethical sourcing is fundamental to maintaining the trust of our clients, learners, employees, suppliers and other stakeholders.

This statement confirms our commitment to ensuring that the goods and services we procure, and the suppliers and partners we engage, meet high standards of ethical, social, environmental and legal compliance.

Our Commitment

Creative Consulting and Training Ltd confirms that we:

- Conduct our business with integrity, honesty and transparency.
 - Operate in accordance with all applicable UK legislation and regulatory requirements.
 - Promote responsible and sustainable procurement practices.
 - Respect internationally recognised human rights and labour standards.
 - Maintain a zero-tolerance approach to modern slavery, forced labour, child labour, bribery, corruption and fraud.
 - Encourage environmental sustainability and carbon reduction throughout our operations and supply chain.
 - Seek to work with suppliers and partners who demonstrate similar ethical values and responsible business practices.
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Supplier Due Diligence

Before engaging suppliers, subcontractors, associate trainers or delivery partners, we apply a proportionate risk-based due diligence process where appropriate. This may include consideration of:

- Business identity and legal status.
- Professional competence and relevant experience.



- Financial stability where appropriate.
- Insurance arrangements.
- Relevant qualifications and accreditations.
- Compliance with legal and regulatory requirements.
- Data protection and information security arrangements.
- Safeguarding arrangements where applicable.
- Modern slavery, human rights and ethical business practices.
- Environmental and sustainability commitments.

The extent of due diligence is proportionate to the level of risk associated with the goods or services being procured.

Ethical Expectations of Suppliers

We expect our suppliers, subcontractors and delivery partners to:

- Comply with all applicable laws and regulations.
- Operate with honesty, integrity and transparency.
- Respect human rights and provide fair and safe working conditions.
- Prohibit forced labour, child labour and all forms of modern slavery.
- Promote equality, diversity and inclusion.
- Prevent bribery, corruption and fraudulent practices.
- Protect confidential information and comply with data protection legislation.
- Minimise environmental impacts through responsible business practices.
- Cooperate with reasonable requests for information relating to ethical, environmental or regulatory compliance.

Where appropriate, suppliers may be asked to provide supporting evidence of compliance.

Environmental Responsibility

Creative Consulting and Training Ltd recognises that responsible sourcing includes environmental stewardship.

We are committed to:

- Reducing our environmental impact.
 - Supporting the UK Government's Net Zero ambitions.
 - Maintaining an up-to-date Carbon Reduction Plan.
 - Promoting sustainable procurement.
 - Encouraging suppliers to adopt environmentally responsible practices.
 - Considering environmental performance as part of supplier selection and ongoing review where appropriate.
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Modern Slavery and Human Rights

Creative Consulting and Training Ltd operates a zero-tolerance approach to:

- Modern slavery.
- Human trafficking.
- Forced or compulsory labour.
- Child labour.
- Bribery and corruption.
- Fraud and unethical business conduct.

We expect our suppliers to uphold equivalent standards and to notify us promptly of any actual or suspected breaches that may affect the goods or services they provide.

Monitoring and Continuous Improvement

We continually review our supply chain management arrangements and business practices to ensure they remain effective and aligned with legal, regulatory and client requirements.

Supplier performance may be monitored through:

- Contract and performance reviews.
- Quality assurance processes.
- Customer and learner feedback.
- Compliance monitoring.
- Periodic review of supplier relationships.

Where concerns are identified, appropriate corrective actions will be agreed and monitored.

Supporting Policies

This statement should be read alongside our:

- Supply Chain Management Policy
- Code of Ethics
- Compliance and Ethics Policy Manual
- Corporate Social Responsibility (CSR) Principles
- Modern Slavery and Human Trafficking Statement
- Human Rights Policy Statement
- Labour Standards & Human Rights Compliance Statement
- Environmental & Sustainability Policy
- Carbon Reduction Plan
- Health & Safety Policy
- Data Protection Policy
- Diversity, Equity and Inclusion (DEI) Policy



Declaration

Creative Consulting and Training Ltd confirms that it has appropriate policies, procedures and governance arrangements in place to support ethical sourcing and responsible supply chain management.

We are committed to reviewing and improving these arrangements on an ongoing basis and to working collaboratively with our clients, suppliers and partners to promote responsible, sustainable and ethical business practices.

Approved by

Signed by:

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Olushola Isaac

Director

Creative Consulting and Training Ltd

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