



helping children to understand and be understood

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Happy Talk Ltd Statement in line with the Modern Slavery Act 2015.

This statement is provided on behalf of Happy Talk Ltd and is made in pursuant to section 54 of the Modern Slavery Act 2015 ('the Act'). It is Happy Talk Ltd.'s first annual statement covering the financial year ended 31st March 2022.

Happy Talk Ltd aims to adopt an approach of continuous improvement in relation to actions to tackle modern slavery and human trafficking in line with the Modern Slavery Act 2015.

Organisation structure and supply chains

Happy Talk Ltd is an SME company limited by guarantee. Happy Talk's principal activity is the delivery of speech and language therapy services across Lancashire and South Cumbria. Suppliers who support our infrastructure are UK based with the exception of software providers, IT services. Currently all virtual therapy services are UK based.

Policies and training in relation to slavery and human trafficking

Happy Talk Ltd recognises that everyone should be treated with respect and dignity in the workplace and has an equality, diversity, and inclusion policy and a clear statement in relation to whistleblowing. Our staff receive training on raising awareness of trafficking and modern slavery.

We aim to develop and introduce an anti-slavery policy early January 2023 applicable to all staff working for us and also applicable to suppliers working on our behalf to ensure awareness of our collective obligations and responsibilities in complying with the Act.

Due diligence processes

As part of our policy development, Happy Talk will consider a due diligence review of our suppliers requiring them to confirm their compliance with the Act.

Risk assessment and management

Happy Talk Ltd employees and workers are paid at least the Living Wage and are not considered to be vulnerable to modern slavery. Happy Talk Ltd considers the risk of modern slavery to be low within their supply chain due to the nature of the services engaged.

Key performance indicators to measure effectiveness of steps being taken

Happy Talk Ltd to develop a policy and a review process which will include a review of supplier's compliance with the Act.

Happy Talk Ltd is committed to a zero-tolerance approach to non-compliance and will uphold the Act and all laws relevant to countering slavery and human trafficking.

Happy Talk Ltd Director 2022
Review January 2023