

## Anti-Slavery and Human Trafficking Policy

### INTRODUCTION

We are an established training provider based in North-East London. Our Anti-slavery and human trafficking policy is organisation wide and applies to anyone working for us, with us or on our behalf in any capacity.

The policy set out below is our commitment to ensure that modern slavery or human trafficking is prevented, detected and reported.

### Policy

We understand that modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

- We have a zero-tolerance approach to modern slavery within our organisation and our supply networks.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply network is the responsibility of all those working for us or on our behalf.
- Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply network.
- We take a risk-based approach to our contracting processes and keep them under review. We will assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. We will write to suppliers requiring them to comply with our Code of Conduct, which sets out the standards required to combat modern slavery and trafficking.

### Consistent with our risk-based approach we may require:

- Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct.
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code.

As part of our risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct. If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take action by informing the appropriate authorities and terminating the relationships. This policy will be published on our website, staff and student handbook and displayed on our notice board.

The Managing Director will be responsible for implementing the policy.