

Modern Slavery & Human Trafficking Statement

Introduction

Emperor College London recognise that all organisations, particularly educational institutions, have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business and within the partners which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. As an organisation committed to amplifying educational opportunities and promoting social mobility, we take our responsibility of helping students access places at university extremely seriously and are aware of the potential for being targeted by traffickers and unlicensed gangmasters. Our own processes around student and agent/consultant engagement helps ensure that students are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively should it be identified.

This statement focuses specifically on Emperor College London's' compliance with the Modern Slavery Act 2015 (the Act) and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organisation or its supply chains. One of our Company's most valuable assets has always been its reputation for integrity and transparency. Maintaining this reputation within our sector is an essential pre-requisite to our continued success.

Our service involves connecting students with universities. This might involve introduction by external agencies to Emperor College London. We expect our agent/consultants and educational partners to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner. We also expect our partners to promote similar standards in their own recruitment channels.

Agents/Consultants and Educational Partners are expected to adhere to the Modern Slavery Act 2015 and the ILO protocol of 2014 to the Forced Labour Convention, 1930. We encourage and commend specific policies recognising, respecting and protecting the human rights of students, those of their suppliers and business partners and the communities affected by the commercial operations.

Students should be free to choose to study at an educational institution that has their best interests at heart and have the right to leave a course upon reasonable notice.

All students must be provided with a clear contract of study, which complies with local legislation.

All students and employees must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation or harassment on any grounds including, but not limited to, marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, and offending background should be prohibited.

Agents/Consultants and Educational Institutions should observe the provisions of the International Labour Organization such that any young persons under the age of 18 should not be employed to work at night or for any hazardous work and their employment should not harm the young person's education, health or physical, mental, moral or social development. No young persons may be employed below the age of 16.

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships. 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.

Emperor College London expects all universities and agent/consultants to have robust compliance checks in place. Through the uploading of documentation via UCAS, we share the identity of each student with our partner institutions.

All Emperor College London employees have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the global whistleblowing procedure. Emperor College London is committed to protecting employees and students when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

All staff within Emperor College London are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. A training module on modern slavery and human trafficking is also available to all employees. Should any of our colleagues need any additional information or support with regard to human trafficking, forced labour, servitude and slavery this will be provided.

**EMPEROR
COLLEGE**

L O N D O N

Date: 14 March 2020