

# **Modern Slavery Statement**

## **Introduction**

The Academy for Advance Studies Ltd is registered in England as an alternative provider of further and higher education, by a group of UK-qualified and interdisciplinary academics and non-academics with extensive experience in the education sector.

This document constitutes the 2024 modern slavery and human trafficking statement for the Academy for Advance Studies Ltd “TAAS”. This statement demonstrates TAAS’s ongoing commitment to mitigating the risk of slavery and human trafficking within its organisation and wider supply chains.

## **TAAS ’s Approach**

Modern Slavery is defined as the recruitment, movement, harbouring or receiving of any person through the use of force, coercion, abuse of vulnerability, deception or other means of exploitation. TAAS is committed to its efforts to comply with relevant modern slavery laws and, in doing so, endorses the implementation and promotion of ethical business practices to protect workers, both within its organisation and its supply chain, from being abused and exploited.

As a regulated financial services business, TAAS does not operate in an industry where slavery and human trafficking are prevalent. As such, TAAS has assessed the risk of becoming involved in supporting or encouraging modern slavery and human trafficking, unwittingly or otherwise, as very low.

*TAAS has a zero-tolerance approach to all forms of slavery and is committed to ensuring our practices combat slavery and human trafficking within our business and supply chains by taking all reasonable steps necessary. We recognise our collective responsibility to be alert to the risks, however small, in our business and the wider supply chain.*

## **Recruitment Process**

As an employer, TAAS respects international human rights standards and promotes fair reward and recognition, diversity, inclusion, and equal opportunity in all employee dealings, including decisions on hiring, remuneration, training, and promotion. TAAS has a comprehensive recruitment process to ensure compliance with relevant employment law; this includes reference and identification checks for new joiners.

## **Training and Development**

On an annual basis, TAAS staff are reminded of their obligations to identify and report suspicions of modern slavery. Furthermore, TAAS requires all new employees upon joining the business to complete compliance in-duction training, which brings awareness to the issues surrounding modern slavery. This training intends to and regulations. Where a risk assessment on a third party suggests a higher risk of slavery and trafficking, additional controls may be considered.

## **TAAS ’s Policies**

A suite of internal policies, including a Code of Conduct and Ethics, covers all aspects of TAAS ’s conduct and sets the moral compass for the operation of its business. TAAS ’s policies promote consistently high business and ethical standards, designed to support its employees and other stakeholders and ensure business partners and suppliers operate to equivalent standards.

- Code of Conduct and Ethics - TAAS employees must comply with and annually certify their compliance with the Code of Conduct and Ethics. Employees are encouraged to report violations of the Code, including any unethical, inappropriate, or negligent conduct. Retaliation against employees who report actual or potential violations is strictly prohibited. The Code of Conduct and Ethics requires employees to comply with local modern slavery and human rights laws and internal policies and procedures and encourages employees to reach out if they have concerns or questions about modern slavery.
- Whistleblowing Policy - TAAS operates an independent whistleblowing helpline to allow employees to report concerns, including those relating to slavery and human trafficking. Employees are required to familiarise

themselves with the whistleblowing policy to ensure they understand how to identify and report their concerns. Guidance is provided to staff and managers annually to remind them of how to make a report in the event of any suspected violation and their rights to whistleblowing.

- Procurement & Outsourcing Policy - TAAS conducts due diligence and a risk-based assessment of TAAS's suppliers to ensure appropriate levels of oversight of suppliers' conduct throughout the contract life cycle. This due diligence takes into account risk factors for modern slavery such as jurisdiction, industry and media reports.
- Supplier Code of Conduct – All suppliers are required to sign our Supplier Code of Conduct at the commencement of the business relationship. The Supplier Code of Conduct states that 'TAAS employees, those of our Suppliers, and service users have the right to be treated respectfully at all times. TAAS does not tolerate exploitation, coercion, discrimination, harassment of any kind, or victimisation in the workplace or in connection with any TAAS business. It is expected that TAAS's Suppliers provide the same commitment.

In articulating clear policies and embedding preventative controls within business processes, TAAS can continue to monitor and mitigate the risks of slavery and human trafficking within its supply chain. TAAS continues to review its processes and controls to ensure they are operating effectively and proportionate to the risks faced in its supply chain.

### **TAAS's Supply Chain**

TAAS is committed to partnering with only those service suppliers who share common values and a commitment to combat slavery and human trafficking. As such, TAAS has implemented systems and controls that assist in monitoring the risk of slavery and human trafficking within its supply chain.

Given the nature of TAAS's business, contractors and suppliers used by TAAS are less likely to be susceptible to the risk of slavery and human trafficking. However, TAAS remains mindful that others may not uphold the same standards. TAAS takes steps to validate that such values are maintained through appropriate due diligence and conducting a risk-based assessment of its third-party administrators. In addition, TAAS's service contracts with third parties contain general provisions requiring compliance with applicable laws.

### **Annual Statement**

There were no identified cases or reports of modern slavery or violation of human rights within TAAS or the supply chain.

### **Approval**

This statement has been approved and signed on behalf of TAAS.



**Dr A. Pius** 'SFHEA, CMgr FCMI, DBA'

Chief Academic Officer

The Academy for Advance Studies (TAAS)

The above statement is made under the obligations arising under section 54(1) of the United Kingdom Modern Slavery Act 2015 and sets out the steps taken by TAAS's United Kingdom during the financial year ended 31 December 2024 to combat slavery and human trafficking in TAAS's business. The Academy for Advance Studies Ltd (registered company number 14455040), the immediate holding company of:



Address: Block 0, 3<sup>rd</sup> Floor, 18/36 Wellington Street, F3 Island Centre London SE18 6PF. United Kingdom.

