



King's Business School
Anti-slavery and Human Trafficking Policy

1. INTRODUCTION

King's Business School (KBS) is committed to conducting all activities with integrity, transparency, and in compliance with applicable laws. We maintain a zero-tolerance approach to modern slavery and human trafficking in all forms within our operations and supply chains. This policy sets out KBS's commitment to preventing slavery and human trafficking and outlines the responsibilities of staff, contractors, partners, and learners in supporting this commitment.

KBS recognises the importance of safeguarding human rights and the role of education providers in promoting ethical practices throughout all institutional activities, partnerships, and procurement processes.

2. POLICY STATEMENT

KBS will not tolerate slavery, servitude, forced or compulsory labour, or human trafficking within its organisation or its supply chains. We are committed to acting ethically and with integrity in all business dealings and relationships, implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within KBS or in any of our partner or supplier arrangements.

3. SCOPE

This policy applies to:

- All staff, faculty, and management at KBS.
- Contractors, consultants, and agency workers engaged by KBS.
- Partners and third-party suppliers involved in providing goods or services to KBS.

4. LEGAL FRAMEWORK

This policy is aligned with:

- The UK Modern Slavery Act 2015.
- International Labour Organization (ILO) conventions.
- UAE Federal Law No. 51 of 2006 on Combating Human Trafficking Crimes (amended by Federal Law No. 1 of 2015).
- Relevant UAE human rights and labour regulations.

5. RESPONSIBILITIES

5.1 Senior Management Responsibilities

The Senior Management Team, including the Program Director, Head of Partnerships, and Head of Operations, is responsible for ensuring compliance with this policy, reviewing its effectiveness, and ensuring that reporting mechanisms are in place.

5.2 Staff Responsibilities

All staff are expected to:

- Read, understand, and comply with this policy.
- Report concerns about any issue or suspicion of modern slavery or human trafficking within KBS operations or its supply chains.
- Participate in training where applicable.

5.3 Partner and Supplier Responsibilities

KBS expects all partners, suppliers, and contractors to uphold the same zero-tolerance approach to modern slavery and human trafficking, ensuring ethical practices within their operations and supply chains.

6. DUE DILIGENCE AND RISK MANAGEMENT

KBS will:

- Assess and monitor the risks of modern slavery within its operations and supply chains.
- Undertake due diligence when engaging with suppliers, contractors, and new partners, which may include:
 - Assessing supplier policies and practices on modern slavery.
 - Requiring contractual commitments to anti-slavery standards.
 - Reviewing supply chains to identify high-risk areas.

- Refuse to partner with or procure services from individuals or organisations found to be involved in human trafficking or slavery practices.

7. TRAINING AND AWARENESS

KBS will provide awareness training to relevant staff to:

- Recognise the signs of modern slavery and human trafficking.
- Understand how to report concerns.
- Support KBS's commitment to ethical and transparent practices.

8. REPORTING CONCERNS

All staff, students, contractors, and visitors are encouraged to report any concerns regarding modern slavery or human trafficking to:

- The line manager, supervisor, or the Head of Operations (Mr. Yatin Chauhan at info@kingsedu.ac).

Reports can be made confidentially, and KBS will ensure that individuals raising concerns in good faith do not face retaliation.

9. BREACHES OF THIS POLICY

KBS will take allegations of modern slavery and human trafficking seriously. Any employee found to have breached this policy may face disciplinary action, up to and including termination of employment. If a supplier or partner is found to have breached this policy, KBS will review the relationship and may terminate contracts immediately.

10. MONITORING AND REVIEW

This policy will be reviewed annually by the Senior Management Team to ensure it remains effective and relevant to KBS operations and to reflect legal or regulatory changes. Progress on the implementation of this policy will be monitored as part of KBS's compliance and governance review processes.

11. COMMUNICATION

This policy will be available on the KBS website, shared with staff during induction, and communicated to relevant partners and suppliers as part of due diligence and contracting processes.