



Anti Slavery and Human Trafficking Policy

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Introduction

This policy sets out the school's approach to tackling slavery and human trafficking, and is consistent with our commitment to ethical practices and safeguarding human rights.

Policy Statement

We at Shrewsbury International School India are fully committed to preventing slavery and human trafficking in our activities, and to ensuring that our supply chains are free from slavery and human trafficking. This policy reflects our commitment to acting ethically and with integrity in all our relationships.

Legal and Regulatory Framework

The policy complies with Indian legislation including:

- Constitution of India
- Bonded Labour System (Abolition) Act, 1976
- Child Labour (Prohibition and Regulation) Act, 1986 (amended 2016)
- Juvenile Justice (Care and Protection of Children) Act, 2015
- Indian Penal Code (Sections 370, 374, 366A, 372)
- Right of Children to Free and Compulsory Education (RTE) Act, 2009

Definitions

Slavery: The condition of a person over whom any or all powers attaching to the right of ownership are exercised.

Human Trafficking: The recruitment, transportation, transfer, harbouring, or receipt of persons by improper means for an improper purpose including forced labour or sexual exploitation.

Scope

This policy applies to:

- All school staff and faculty
- Students and their families
- Suppliers and contractors
- Volunteers and third-party affiliates

Risk Assessment

We conduct regular risk assessments, especially in:

- Outsourced services (security, cleaning, food supply)
- Vendor relationships Slavery and Human Trafficking Policy
- Employment and recruitment practices

Responsibilities

- The School Management is accountable for implementing the policy.
- Human Resources ensures safe and fair recruitment.
- The Procurement team engages ethical vendors.
- All employees must remain vigilant and report concerns.

Preventive Measures

To prevent and detect modern slavery, We

- Conduct due diligence on new vendors
- Maintain a Code of Conduct for suppliers
- Prohibit child labour within the school or via suppliers
- Require proof of age and consent for all employment

Training and Capacity Building

We conduct regular staff training on:

- Legal obligations
- Identifying and reporting signs of slavery
- Using grievance mechanisms and reporting structures

Reporting and Whistleblowing

Staff and stakeholders can report suspicions confidentially to:

- Principal or Designated Safeguarding Lead
- School Governing Board
- We will investigate all reports and ensure protection against retaliation.

Monitoring and Compliance

We monitor compliance through:

- Internal audits
- Vendor reviews
- Annual policy review by school management

Review and Approval

This policy will be reviewed annually or earlier if required by law. All changes will be approved by the School Governing Board.