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**Title: MetaGedu Statement on Modern Slavery and Human Trafficking Ref: ST02 V1**

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**Commitment**

MetaGedu is committed to understanding all potential modern slavery risks relating to its business and to ensuring the business and its supply chains are free of modern slavery and human trafficking.

As a training provider, we acknowledge our responsibility to take a robust approach to slavery and human trafficking and to comply with all principles of the Modern Slavery Act 2015. We will not permit or condone any form of slavery, servitude, forced or compulsory labour or human trafficking.

We are committed to behaving ethically at all times and expect our sub-contractors, suppliers and business partners to do likewise.

**Purpose**

This statement explains MetaGedu's approach to this issue.

**MetaGedu Training – Organisation and Supply Chains**

MetaGedu Training is a UK based training provider who offer apprenticeship programmes, recruitment services and training courses across a range of business sectors.

We are organised into the following Work Based Learning Sectors:

- Leadership & Management
- Professional Services

The scope of our business is within the United Kingdom and globally with offices in Dubai and Malta.

Given the nature of our supply chain, we do not deem any particular activities or countries in which we operate, as high risk in relation to modern slavery.

**MetaGedu Policies**

MetaGedu is committed to ensuring there is no modern slavery or human trafficking in its supply chains or in any part of our business. We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations: Safeguarding Policy, Supplier Code of Conduct and Whistleblowing Policy.

**MetaGedu – Organisation and Supply Chains**

MetaGedu are comfortable from our due diligence that there is no evidence of modern slavery or human trafficking in our organisation.

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

Should suppliers not meet our standards as set out in this statement and our code of conduct, we would consider invoking sanctions including the termination of the business relationship.

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We are committed to continue reviewing and advance our due diligence systems to further identify and mitigate any potential risks relating to Modern Slavery.

We have a robust policy and system in place to enable whistleblowing and to protect whistle-blowers.

**Our Supply Chain**

Our Supplier Code of Conduct sets out the standards and principles to prevent modern slavery and we expect all sub-contractors, suppliers, and business partners to comply with these.

Our Suppliers are expected to comply with all relevant laws and regulations. This includes all those relating to Human Rights and employee rights at work.

Our Supplier Code of Conduct has recently been reviewed. We hold our Supply Chain accountable for adhering to this code of conduct and should suppliers not meet our standards as set out in this statement and our code of conduct, we would consider invoking sanctions including the termination of the business relationship.

**MetaGedu Accountability**

MetaGedu is committed to being a responsible business to acting in a socially responsible manner. We seek to comply with all employment legislation. As part of this, we conduct a robust recruitment process to ensure all employees have the appropriate right to work in the UK.

**Training and Information**

The range of policies listed above are available to all managers and employees on the Company Share-point site. New starters are directed to read all Company Policies as part of their onboarding process. Where appropriate, employees will receive additional training (i.e. should they procure services on behalf of MetaGedu).

All suppliers will provide such co-operation and information that MetaGedu reasonably requires in order to confirm compliance with our code of conduct, including, but not limited to, providing written confirmation as to compliance with the MetaGedu code of conduct, on request, allowing MetaGedu to carry out (or commission others to carry out) compliance checks and audits.

MetaGedu will review its Anti Modern Slavery and Human Trafficking Statement each year.

This statement will be published on our website.

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**Key Performance indicators**

To review the effectiveness of this statement, we will monitor Key Performance indicators which may include:

- Records to confirm employees have access to our Anti Modern Slavery and Human Trafficking statement.
- Records to confirm suppliers have been issued with a copy of our Supplier Code of Conduct and confirmed compliance.
- Records to confirm all employees have the right to work in the UK.
- Records of any actions taken to advance our identification and mitigation of risks relating to Modern Slavery
- Records of how we have managed any Whistleblowing Cases

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

**Change History**

Version	Changes made to previous version	Approved By	Date
v1	Initial release	Eric Sykes	06/03/2023