

ACS anti-slavery and human trafficking statement

ACS International Schools Ltd. (ACS) has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in ACS or in any of ACS supply chains.

ACS operates three schools in the UK and has a Head Office and support services, HR, IT, Advancement, Finance, Facilities & Estates. The broad staffing categories are Faculty Staff (e.g. teachers and librarians), support staff (e.g. administrators and functional professionals), temporary and substitute staff (both faculty and support), sports coaches, casual workers and volunteers.

ACS uses suppliers to provide other operational support functions, e.g. transport services (busing) and agency staff for certain roles (e.g. Catering, Cleaning, Security) and use 'Fair Trade' suppliers for catering. Fair Trade standards include 'no forced labour' and require decent working conditions.

ACS also use professional suppliers and contractors for construction projects and specific facilities support.

During the financial year ending 31 July 2016, ACS has taken the following steps to ensure that slavery and human trafficking is not taking place in any of its supply chains and/or in any part of its own business:

- Implemented the Living Wage (Living Wage Foundation).
- Ensure contractors have an up to date Corporate Social Responsibility policy and staff welfare policies.
- Suppliers to use Fair Trade produce.

ACS has a policy for Anti-slavery and Human Trafficking and it is available from the ACS HR Director on request. The Board of Directors are responsible for ACS's compliance with the policy, supported by the HR Director.

ACS take its responsibilities as a good employer very seriously and is a member of the Living Wage Foundation; championing a fair wage calculated independently based on the cost of living. As a member of the Living Wage Foundation, the agencies we engage for temporary staff also have to ensure that they honour the Living Wage Foundation pay rates.

Potential risk areas are in busing, contractor and casual labour support for certain facilities services, building contractors and other contractors. To ensure compliance ACS prefer and generally hire staff directly under employment contracts and use agency staff only for specific functions, expertise and as last resort for employment support.

ACS encourages its staff to speak up about any unethical behaviour within the organisation and have various channels of communication via line managers, Senior Leadership Team, Staff Forums and the HR department. There are also effective grievance and whistleblowing policies and procedures in place. To date, no reports or concerns have been raised in ACS.

ACS also operates a school in Doha, Qatar. ACS Doha is committed to progressive employment practices subject to local jurisdictional and cultural requirements.