

Annual statement on compliance with the Modern Slavery Act

1. Introduction

1.1. This statement is made pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that London Business School has taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

1.2. Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of 'slavery, servitude and forced or compulsory labour' and 'human trafficking'.

2. London Business School

2.1 London Business School is one of the world's elite business schools. We shape business practice and transform careers across the globe. Our academic strength drives original and provocative business thinking, empowering our people to challenge conventional wisdom in a truly unique academic environment.

3. Our Supply Chains

3.1. *Employment of Staff*

3.1.1 The School mitigates the risk of modern slavery occurring in its workforce by safeguarding directly employed staff by following a vigorous Human Resources recruitment policies and processes.

3.1.2 Temporary staff are recruited through verified sources that have provided assurance, via the procurement process undertaken, that they comply with the requirements of legislation concerning the rights and welfare of their candidates and employees.

3.2. *Procurement*

3.2.1 The School's central procurement team is led by the Deputy Chief Financial Officer who is responsible for managing the supply chain, using a category management process.

3.2.2 The School has identified the key areas which may pose a risk of slavery and human trafficking. These include IT, venue hire, agency labour and contractors, facilities management, cleaning, catering, security, office furniture, and workwear.

3.2.3 Supplier adherence steps have been taken to assess and manage these risks as the School has zero tolerance to slavery and human trafficking. Any current or potential supplier who does not adhere to our values or is found to not be compliant will be suspended or removed from the approved supplier list, and will not be considered for future supply unless they can fully demonstrate full adherence with the requirements of the Modern Slavery Act and the School's own policies and procedures.

3.2.4 The School's procurement process is either collaborative via HE Purchasing Consortia or tendered and contracted internally.

3.2.5 The School is a member of the London University Procurement Consortium. The Consortium is committed to supporting the UK Government's Action Plan to implement the UN Guiding Principles on Business and Human Rights and to encouraging all of its suppliers to make a commitment to the Base Code of the Ethical Trading Initiative.

3.2.6 The School's internal tendering and contracting processes require bidders to provide details of their anti-modern slavery program and approach.

4. Policies in Relation to Slavery and Human Trafficking

4.1 The School endeavours to ensure that there is no modern slavery or human trafficking in our supply chains and that any acquisition of goods or services is without instigating harm to others.

4.2 The School has incorporated into the procurement standard terms and conditions compliance with Anti-Slavery and Human Trafficking Laws which include the contracts of the suppliers' direct subcontractors. This clause includes the right for London Business School to terminate immediately if this clause is breached.

5. Training

5.1 To ensure a high level of understanding regarding the risks of modern slavery and human trafficking, the School provides training for relevant staff.

6. On-going Development of Due Diligence for the Future

6.1 The School is committed to work towards greater transparency and responsibility within and for the people working within its supply chains.

6.2 The School encourages whistleblowing to identify breaches of policy and contractual provisions and ensures that potential whistle blowers are protected.

6.3 The School continues to raise awareness around Modern Slavery and Human trafficking, and its Procurement team provides guidance on relevant contracts and tenders.



Richard Frost

School Secretary

Statement approved by the Governing Body on 26 September 2024