



**The Maria Montessori Training Organisation
trading as
The Maria Montessori Institute**

Anti-slavery Policy

Preamble

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015 ('the Act'). The Act requires all commercial organisations that provide goods or services, carry out any business in the UK and have a global annual turnover of £36 million or more, to prepare and publish an annual slavery and human trafficking statement for each financial year.

Introduction

Whilst the MMI is not required to publish an annual slavery and human trafficking statement, it is committed to a zero-tolerance approach to modern slavery and to acting with integrity in all its dealings, relationships, and supply chains. It expects the same high standards from all its staff, suppliers, contractors, and those with whom it does business. This policy applies to all employees, workers, consultants, and other persons doing business with MMI including contractors, and suppliers.

Policy Measures

The Organisation acknowledges the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although the MMI as an educational institution considers the risk of modern slavery to be low due to the nature of its supply chains, it takes its responsibilities to combat modern slavery seriously as demonstrated by its promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for the MMI or under its control.
- Appropriate due diligence processes must be carried out in relation to modern slavery which may include considering human rights in a sector or country, the type of sector in which a service provider operates, the countries from which services are provided, the nature of relationships with suppliers, and the complexity of supply chain(s).
- All supply chain lines need to be risk assessed and managed in relation to modern slavery.
- MMI encourages anyone to raise any concerns about modern slavery and will support anyone who acts in good faith. There is a whistleblowing policy which can be used to report any instances of modern slavery.
- Wherever possible, the Organisation will obtain warranties from major suppliers with which it deals that they are free of modern slavery.

Any breaches of this policy may result in MMI taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.