

CITY & GUILDS MODERN SLAVERY STATEMENT

For the Financial Year ending 31 August 2022

City & Guilds is a leader in global skills development. We work with education providers, employers, and governments to help people, businesses and economies grow by shaping skills systems and supporting skills development. We are committed to improving our practices to combat modern slavery, and we are committed to:

- acting ethically and with integrity in all our business dealings and relationships; and
- implementing and enforcing effective policies and procedures to ensure modern slavery is not taking place within our business or our supply chains.

OUR STRUCTURE

The City and Guilds of London Institute is a registered charity in England, Wales, and Scotland, and is the parent organisation of City & Guilds. City & Guilds has over 1400 employees, and operates in over 100 countries.

The City & Guilds business is made up of City & Guilds, Kineo, The Oxford Group, Gen2, Intertrain, and Trade Skills 4U. Together, these businesses set the standard for professional and technical education and corporate learning and development around the world.

OUR PURPOSE

Each of our businesses has its own distinct focus. Our combined products and services provide a comprehensive range of work-relevant qualifications, assessment, training, and learning support services.

Everything we do contributes to achieving our purpose: helping people, organisations and economies develop their skills for growth. We reinvest our surplus through the activities of the City & Guilds Foundation to support our social purpose, which aims to change people's lives through skills.

OUR POLICIES

We have published an Anti-slavery and Human Trafficking policy on our website that reflects this commitment. Our policy applies to all members of staff and to our suppliers, and is communicated to staff through our Intranet, and to our suppliers through supplier due diligence, our website, and the supplier onboarding process.

To act ethically and with integrity, to support our people, and to ensure there is no modern slavery or human trafficking within our supply chain or any part of our business, we have a number of policies and procedures that relate to the people within our business and to the suppliers within our supply chain. Each policy is kept up to date on a periodic basis, or when required due to a change of law or best practice.

OUR BUSINESS

Recruitment

We operate a robust and transparent recruitment process in accordance with published recruitment guidelines. Our guidelines require that checks must be carried out on all offered candidates on their eligibility to work to safeguard against modern slavery before they commence employment. Our guidelines include a statement on modern slavery including a list of the key signs to look out for which could indicate that .9 (ga)-s

1. Continue to raise awareness of modern slavery within our business, including via local employee feedback group meetings and targeted communications
2. Develop and implement refresher training for modern slavery training to raise awareness further; and
3. Review our supplier due diligence and contract process in relation to our supply chain in key regions outside the UK (including in relation to suppliers located in high risk countries and industries)

APPROVAL