



Modern Slavery Policy 2020/21

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1. Introduction

- 1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. New Model Institute for Technology and Engineering (herein referred to as ‘NMITE’) has a zero-tolerance approach to modern slavery, striving to ensure that no resources or materials are purchased from companies or individuals that use slavery and that no employee, volunteer, or student at NMITE is treated in any way that resembles modern slavery conditions. NMITE also works to maintain that none of the supply chains involved use modern slavery methods.
- 1.2 NMITE is also committed to ensuring there is transparency in both its business and in its approach to tackling modern slavery throughout its supply chains, consistent with disclosure obligations under the Modern Slavery Act 2015. NMITE expects the same high standards from all contractors, suppliers and other business partners and uses contracting process that include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. NMITE expects their suppliers to hold the same high standards.
- 1.3 This Modern Slavery policy outlines NMITE’s commitment to being an ethically responsible organisation.

2. NMITE’s Supply Chains

- 2.1 NMITE’s supply chain includes the purchase of goods, services and works necessary for the operation of the organisation and includes but is not limited to teaching and research, professional services, student recruitment services, student accommodation services, catering services, cleaning services, security services, workwear, IT and audio visual equipment, laboratory equipment and consumables, medical and veterinary equipment and consumables, furniture,



stationery consumables, printing, travel, utilities, construction and facilities maintenance services.

- 2.2 Our supply chain is varied and includes individuals, SME's and multi-national corporations. We recognise that modern slavery and human trafficking can occur anywhere in its supply chain both in the UK and internationally and regardless of the supplier size or nature of the products or services being purchased, but we work to identify and mitigate the risk of modern slavery in our supply chains.

3. Staff Training

Training on our Modern Day Slavery Policy, and on the risk NMITE faces from its supply chains forms part of the induction process for all individuals who work for NMITE and regular training will be provided as necessary.

4. Whistleblowing

We have a [Whistleblowing Policy](#), setting out a process by which concerns can be raised. The policy ensures that whistleblowers will be protected.

5. NMITE's ways and means to combating slavery in the future

1. Employment is chosen freely
2. Freedom of association and having the right to collective bargaining is respected
3. Working conditions are kept clean and hygienic
4. Child labour is not used for any purpose
5. All living wages must be paid
6. Working hours are not excessive
7. Zero tolerance policy on discrimination
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed at any point

Employees or organisation's who breach this policy will be permanently dissociated from NMITE.