



## Modern Slavery Policy

Effective Date: 21st March 2024

Revision Due Date: 20<sup>th</sup> March 2025

MCFM Global Academy is committed to preventing modern slavery and human trafficking in all its forms within our operations and supply chains. We recognise our responsibility to uphold human rights, promote ethical business practices, and combat exploitation and abuse wherever they may occur.

### Policy Statement

- a) **Zero Tolerance:** MCFM Global Academy has a zero-tolerance approach to modern slavery and human trafficking in any form. We condemn these practices unequivocally and are committed to taking robust action to prevent and address them.
- b) **Legal Compliance:** We will comply with all relevant laws and regulations related to modern slavery and human trafficking, including the Modern Slavery Act 2015 and other applicable legislation.
- c) **Due Diligence:** We will conduct due diligence on our operations and supply chains to identify and assess the risk of modern slavery and human trafficking. This includes evaluating suppliers, contractors, and business partners to ensure they adhere to our standards of ethical conduct.
- d) **Supplier Engagement:** We will engage with our suppliers and contractors to communicate our expectations regarding human rights, labour standards, and ethical business practices. We will work collaboratively to address any identified risks and promote continuous improvement.
- e) **Training and Awareness:** We will provide training and awareness programs for our employees, suppliers, and other relevant stakeholders to raise awareness of modern slavery and human trafficking issues and empower individuals to identify and report any concerns.
- f) **Reporting Mechanisms:** We will establish clear and accessible reporting mechanisms for employees and stakeholders to raise concerns or report suspicions of modern slavery or human trafficking. Reports will be investigated promptly and confidentially, and appropriate action will be taken in response.
- g) **Transparency and Disclosure:** We are committed to transparency and will disclose relevant information regarding our efforts to combat modern slavery and human trafficking in our annual reports and other public communications.
- h) **Continuous Improvement:** We will regularly review and update our modern slavery policy and practices to reflect evolving legal requirements, industry standards, and best practices in the fight against modern slavery and human trafficking.



## **Responsibility and Accountability**

The responsibility for implementing this modern slavery policy rests with the leadership team of MCFM Global Academy. However, all employees and stakeholders share in the responsibility for upholding the principles and commitments outlined herein.

Any employee found to have violated this policy will be subject to disciplinary action, up to and including termination of employment. Similarly, suppliers and business partners found to be involved in modern slavery or human trafficking will face termination of contracts and legal action as appropriate.

MCFM Global Academy is committed to eradicating modern slavery and human trafficking from our operations and supply chains. We recognise the importance of collective action and collaboration in addressing this global issue and will work tirelessly to ensure that our business practices reflect our values of integrity, respect, and social responsibility.

Maxcene Crowe

CEO, MCFM Global Academy