

# SLAVERY & HUMAN TRAFFICKING POLICY

## UK Modern Slavery Act 2015

- Slavery, servitude and forced or compulsory labour
- Sexual exploitation, including all offences contemplated in Part 1 of the UK Sexual Offences Act 2003
- Removal and trafficking of organs outside the context of authorised health treatments
- Securing services or other type of benefits by force, threats or deception
- Securing services or other type of benefits from children and vulnerable persons.

## Careers In Depth & Careers in Depth for Org. (both referred to as 'CiD' within this document): Our stance on slavery & human trafficking

CiD adheres to the organisation's commitments to help protect and promote human rights.

The main principle guiding CiD's approach to slavery and human trafficking is that it should not be involved, directly or indirectly, in the commission or facilitation of the offences specified by the Act. CiD demonstrates an ongoing commitment to maintaining and improving systems and processes to mitigate the risk that it might be involved, wittingly or unwittingly, in the commission of slavery and human trafficking in any part of its operations, consultant activities or supply chain (including customers and suppliers such as: marketing support, web design, printers and courriers).

CiD does not employ staff but expects its consultants, associates and suppliers to adhere to the same high standards and to take reasonable steps to ensure that other third parties they do business with adhere to those standards as well.

## Governance and due diligence

CiD has established an anti-slavery policy, which sets out the processes through which it seeks reasonable assurance that none of its customers, suppliers and other third parties are involved in the commission or facilitation of slavery or human trafficking.

CiD undertakes due diligence measures for slavery and human trafficking, whereby suppliers, contractors, customers and any other business partners are all subject to the same level of identification, verification and risk evaluation.

## Supply chain and customers

CiD takes appropriate steps to mitigate the risk that slavery and human trafficking may occur in its supply chain, or that its services may be used by a customer for the commission of slavery and human trafficking. This due diligence process includes, but is not limited to:

- Identification and verification
- Determination of where the suppliers, contractors, customers and business partners are based and operate
- Analysis of the activity carried out by the suppliers, contractors, customers and business partners

- Detailed review of publicly available information, in order to identify instances related to slavery and human trafficking offences that may give CiD cause for concern.

Furthermore, in relation to trade finance, all transactions are subject to checks to ascertain that the goods and country of origin are not prohibited under the anti-slavery policy. Any instances where the customer may be involved in the commission or facilitation of the relevant offences due to its core activities, line of business, business relationships, country of establishment or operations will require more detailed investigation and approval by an appropriate person.

For further information regarding slavery and human trafficking, please contact: [careers@careersindepth.com](mailto:careers@careersindepth.com)