

Modern Slavery Policy

1. Purpose of Policy:

Al-Mahdi Institute strictly opposes all forms of modern slavery and human trafficking. This policy outlines our commitment to acting ethically and with integrity in all our affairs.

This policy applies to all individuals working at all levels and grades, including senior managers, officers, trustees, employees (whether permanent, fixed-term, or temporary), consultants, contractors, trainees, interns, volunteers, and any other person associated with us.

2. Definitions

Modern Slavery: Encompasses slavery, servitude, forced and compulsory labour, and human trafficking.

Human Trafficking: The recruitment, transportation, transfer, harbouring, or receipt of people through force, fraud, or deception, with the aim of exploiting them.

3. Responsibility and Compliance

All individuals associated with Al-Mahdi Institute are responsible for ensuring the avoidance of any activities that could promote or support slavery or human trafficking.

The Institute ensures compliance through ongoing training, awareness programs, and a zero-tolerance approach to violations.

4. Due Diligence and Risk Assessment

Regular risk assessments are conducted to identify and manage areas of potential risk in our operations and activities.

5. Training and Awareness

Training will be provided where required to relevant members of staff to ensure a high level of understanding of the risks of modern slavery and human trafficking as well as knowing how to identify and report suspicions of modern slavery.

6. Reporting and Whistleblowing

All staff and students are encouraged to report any concerns about modern slavery practices.

Personal details of whistle-blowers and anyone reporting modern slavery practices will be protected to ensure there is no retaliation against individuals who report in good faith.

7. Review and Monitoring

The effectiveness of Al-Mahdi Institute's approach to tackling modern slavery will be reviewed regularly.

This policy will be reviewed annually in accordance with management and the board of trustees.

8. Implementation and Enforcement

This policy will be communicated to all staff, suppliers, contractors, and business partners as part of our commitment to ensuring ethical practices.

Any breaches of this policy will be taken seriously and may result in disciplinary action, including termination of employment or contracts.

Policy approved by the Board of Trustees on: 01/10/2023

Policy due for review: 01/10/2024