

# **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

## **Introduction**

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 August 2021.

RSR GLOBAL LIMITED ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

## **Organisational structure**

RSR GLOBAL LIMITED has business operations in the United Kingdom as well as:

- INDIA
- AUSTRALIA
- CANADA
- UKRAINE
- UGANDA
- SINGAPORE
- POLAND
- SPAIN
- NIGERIA
- SOUTH AFRICA
- SRI LANKA
- IRELAND
- UNITED STATES OF AMERICA
- UAE

We operate in the recruitment and education consultancy sector. The nature of our supply chains is as follows: We work with a number of key direct associates, franchise partners and agents, who provide us probable candidates seeking international employment opportunities and students seeking higher education at international universities.

For more information about the Company, please visit our website: [www.rsrglobal.co](http://www.rsrglobal.co).

## **Policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- **Recruitment and selection policy** - We select probable candidates seeking international employment placements through a rigorous screening process. All the candidates must go through 2 tiers of 1-2-1 screening and interviews. Similarly, we also ensure to work only with good employers with good work ethics.
- **Supplier code of conduct** - All our franchise partners and suppliers are carefully selected. Legal documents are agreed and signed prior to our engagement. RSR Global has a legal firm as a support partner to ensure full compliance at all times.
- **Whistleblowing policy** - The team, partners and probable candidates seeking work placement have full access to connect directly with the directors of the company. We encourage them to contact the Directors of the company either through email, social media or direct telephone call. Proper contact details are easily available to all.
- **Staff code of conduct** - The staff of RSR Global Limited have full access to reach out to the Directors of the company. The staff are paid in time and the remuneration is over the stipulated minimum wages.
- **Procurement policy** - The associate partners and franchise partners are checked at the onset of the working agreement. They are also checked and evaluated on an annual basis to ensure full compliance.
- **Safeguarding policy** - The terms and conditions of our Modern Slavery Policy is posted on our website. The policy will be assessed on an annual basis to ensure full compliance.

We make sure our suppliers are aware of our policies and adhere to the same standards.

## Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.
- External supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

## Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Creating an annual risk profile for key suppliers.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because The business operates in the field of International recruitment placement. Proper process is followed at all level to ensure that each and every probable candidate seeking job placement is properly screened. The suppliers are constantly met and legal agreements are agreed and signed at the onset of the agreement.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

## **Effectiveness**

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers - 100% of suppliers each year.

## **Training our staff**

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

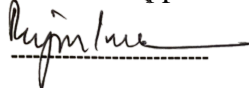
- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available?
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

## **Next steps**

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- Necessary due diligence activities will be carried out to ensure that all our associate companies and franchise partners maintain 100% anti-slavery activities.

The statement was approved by the board of directors.



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**RAJESH SRIVASTAVA**

**RAJESH SRIVASTAVA, Director**  
**RSR GLOBAL LIMITED**

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Date: 01.01.2021