

Sigma Trust Modern Slavery Statement

2020 - 2021

Introduction

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Trust's Modern Slavery and Trafficking Statement for the financial year ending 31st August 2020.

This Statement applies to the whole of The Sigma Trust (its Schools, Central Service Office, Local Governance Committees and Board of Trustees) and the suppliers to The Sigma Trust. The Sigma Trust will not tolerate any breach or attempted breach, of The United Nation's Bill of Human Rights by its employees, or its supply chain.

Modern Slavery is a criminal violation of human rights which manifests in many forms such as servitude, slavery, human trafficking and forced and compulsory labour.

Principles

We fully acknowledge the principles and our responsibilities (the "Values") as provided for in the UN's International Bill of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and local laws in the jurisdictions in which we are active that reflect those provisions, such as the UK's Modern Slavery Act. These Values apply within our Schools, our Trust as a whole and within our supply chain and include:

- respect for the dignity of the individual
- recognition of the importance of each individual's human rights
- securing and increasing equality of opportunity and inclusion
- not accepting any form of discrimination, harassment or bullying
- not tolerating any form of slavery, human trafficking or forced or compulsory labour.

These Values inform all of our policies and processes related to the rights and freedoms of every person who works for us, or with us, through our supply chain. We have also developed and implemented policies and processes which are intended to extend this commitment to the Values, throughout our supply chain.

Policies and Guidelines

To this end, The Sigma Trust has a number of established policies and guidelines to ensure our adherence to the Values. The Trust has continued, and will continue, to update these policies and guidelines throughout 2020-2021 to reflect the Values and international best practices. These include an Employee Code of Conduct, a Grievance Policy (which provides for Anti-Discrimination/Anti-Bullying/Anti-Harassment), a Gifts and Hospitality Policy (which



provides for Anti-Bribery), Safeguarding training, Safer Recruitment Policy and training, Equality and Diversity in Employment Policy and a Whistleblowing Policy. These policies apply to every person working for The Sigma Trust, and require all employees, trustees and volunteers to act ethically and comply with the applicable legal requirements at all times.

Training & Monitoring Compliance

The Sigma Trust will continue to provide training, instruction and support to its staff members to ensure their adherence to Sigma's codes, policies and guidelines, helping them understand the underlying Values and practical application and implications of those Values. The Sigma Operations Team, including the Human Resources and Finance Teams, regularly review the Trust's compliance with best practices and adherence to the Values on an ongoing basis, adjusting those policies and processes accordingly.

The Sigma Trust has not found any instances of modern slavery or any indicators it may be occurring within the Trust itself or within its supply chain. If any indicators or instances of modern slavery are found, we will take immediate action to investigate and cease the practise, reporting to the authorities where evidence or indicators are found.

Nick Pavitt
Chair of The Sigma Trust
14th December 2020