



STATEMENT OF MODERN SLAVERY AND HUMAN TRAFFICKING

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by International Performing Arts & Theatre Limited (I-PATH) to prevent modern slavery and human trafficking within its organisation and supply chains.

Approval: Grand Council

Review cycle: Annual

Applies to: All staff, examiners, contractors, suppliers, partners and associated persons

1. Introduction and Commitment

International Performing Arts & Theatre Limited recognises that modern slavery and human trafficking are serious crimes and violations of fundamental human rights. They can take many forms, including slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve the exploitation of individuals for personal or commercial gain.

I-PATH has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically, transparently and responsibly in all our activities and relationships, and to taking proportionate and effective steps to ensure that modern slavery does not occur within our organisation or our supply chains.

This commitment is consistent with I-PATH's wider values and policies relating to safeguarding, integrity, professional standards and public confidence.

2. Organisational Structure and Activities

International Performing Arts & Theatre Limited operates as a performing arts examining organisation. Our core activities include:

- the development of syllabi, programmes of study and assessment frameworks
- the delivery and administration of examinations and assessments
- the provision of educational resources and Continuing Professional Development
- governance, quality assurance and regulatory liaison

I-PATH works with a range of individuals and organisations, including staff, examiners, contractors, suppliers and partners. While the nature of our work presents a relatively low inherent risk of modern slavery compared to some sectors, we recognise that risk can exist in any organisation and must be actively managed.

3. Policies and Governance Framework

I-PATH's approach to preventing modern slavery and human trafficking is embedded within its wider governance and policy framework. Relevant policies include, but are not limited to:



- Safeguarding Policy
- Safer Recruitment & Selection Policy
- Whistleblowing Policy
- Staff Disciplinary Policy
- Code of Professional Standards
- Conflicts of Interest Policy
- Data Protection Policy
- Communications Policy

These policies collectively support ethical practice, safe working conditions, transparency, accountability and the ability to raise concerns without fear of retaliation.

Oversight of ethical conduct and risk sits within I-PATH's governance structure, with ultimate accountability held by the Grand Council.

4. Recruitment and Employment Practices

I-PATH is committed to fair, lawful and transparent recruitment and employment practices.

We ensure that:

- all staff and examiners are recruited through appropriate selection processes
- right-to-work checks are completed in line with UK law
- terms and conditions are clear, fair and lawful
- working arrangements respect dignity, wellbeing and professional boundaries
- there is no tolerance of forced labour, coercion or exploitation

All individuals engaged by I-PATH are expected to comply with our policies and professional standards.

5. Supply Chains and Partners

I-PATH's supply chains are limited in scale and primarily relate to professional services, digital services, educational resources and operational support.

We are committed to:

- working with suppliers and partners who share our values
- expecting ethical conduct and lawful working practices
- reviewing supplier relationships where concerns arise
- terminating relationships where serious ethical breaches are identified

Where appropriate, suppliers and partners may be asked to confirm their own compliance with modern slavery legislation and ethical standards.

6. Due Diligence and Risk Management

I-PATH takes a proportionate, risk-based approach to due diligence.

This includes:

- assessing areas of potential risk within our operations and supply chains
- monitoring working practices and supplier relationships
- reviewing policies and procedures for effectiveness
- responding appropriately where concerns are identified

Where there is reason to believe that modern slavery or human trafficking may be occurring, I-PATH will take immediate and appropriate action, which may include escalation to statutory authorities.

7. Reporting Concerns and Whistleblowing

I-PATH encourages all individuals to raise concerns about suspected modern slavery or human trafficking.

Concerns may be raised:

- internally, through management or Head Office
- via the Whistleblowing Policy
- without fear of retaliation or disadvantage

All concerns will be taken seriously, handled sensitively and investigated appropriately. Protection for whistleblowers is a core principle of I-PATH's governance framework.

8. Training and Awareness

I-PATH recognises the importance of awareness in preventing modern slavery.

We ensure that:

- relevant staff are aware of indicators of modern slavery and exploitation
- safeguarding and ethical awareness are embedded within training and guidance
- senior staff and governance bodies are informed of emerging risks and responsibilities

9. Effectiveness and Continuous Improvement

I-PATH will continue to:

- review the effectiveness of its policies and procedures
- monitor emerging risks and best practice
- strengthen controls where necessary
- update this statement annually or sooner if required



Progress and learning are considered as part of governance oversight and organisational review.

10. Approval

This Statement of Modern Slavery and Human Trafficking has been approved by the Grand Council of International Performing Arts & Theatre Limited and reflects the organisation's commitment to ethical practice and compliance with the Modern Slavery Act 2015.