

Modern Slavery Statement

This Modern Slavery statement outlines the Common Purpose standards that all people are treated fairly, with dignity and respect and working of their own free will. At Common Purpose we believe that forced labour of any kind is wrong and therefore we have a zero tolerance for slavery and human trafficking. We believe that we have a responsibility as an organization to ensure we are not complicit with any form modern slavery and by doing this help combat it at a wider level.

Business Structure

Common Purpose is a not-for-profit organization founded in 1989 that develops leaders who can cross boundaries. This enables them to solve complex problems both in organizations and in cities. We deliver in-person and online leadership programmes for multiple generations of leaders: from students in universities to senior leaders in organizations and society.

The structure of the company is organized into the following units:

- The Common Purpose Charitable Trust is governed by a Board of Trustees. They are responsible for the strategic objectives of the companies within the group, safeguarding our independence and brand, and agreeing and monitoring policies related to expenditure, management, standards and risk management
- Common Purpose Charitable Trust has two fully owned trading subsidiaries and two charitable subsidiaries.
- There are several international Common Purpose entities that operate under a licence agreement with our trading subsidiary. Each has its own independent Board of Trustees.

Our Supply Chains

To support on the delivery of our programmes we work with different supply chains including internal and external speakers, contractors, voluntary organizations, universities, commercial entities, venues and programme participants.

We review our supply chain internally to evaluate risks including safety, forced labour and human trafficking. We do this when working with new and ongoing suppliers to ensure we do not have any form of modern slavery within our supply chain.

Our Policies on Modern Slavery

Common Purpose operates in an industry with a low risk exposure to Modern Slavery and our approach to this is proportionate based on the level of risk in our supply chains.

Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place. Our Whistleblower Policy outlines the process in which employees can escalate any concerns or breaches of the modern slavery statement.

There is to be no inhumane treatment including sexual harassment, sexual abuse, forced labour and abusive or coercive behaviour within our supply chains or in any part of the organization. We are committed to a work force that is free from discrimination and harassment outlined in our Equality, Diversity and Inclusion statement.

We do not tolerate any form of harassment and coercion to staff, programme participants, contributors, or any other persons who are connected to Common Purpose. Any breach of our modern slavery statement will be taken very seriously and may result in disciplinary procedure or dismissal.

This procedure applies to all employees of Common Purpose globally. We are regularly reviewing and updating relevant policies including our Ethical Standards Policy which outlines our expectations and guidelines for both third parties and any individual employed through Common Purpose.

Due Diligence processes for slavery and human trafficking

As part of our process to identify, monitor and mitigate against risk, we comply with our due diligence processes as outlined in the Ethical Standards Policy, Safeguarding policy, and Whistleblower policy.

We have systems in place designed to:

- Identify and review any other potential risk areas
- Identify, assess and monitor any risk within our supply chain
- Mitigate the risk of slavery and human trafficking within our supply chain by ensuring we adhere to appropriate checks on the individual and or wider organization
- Create long lasting relations with supply chains both locally and globally and expect them to have modern slavery prevention and mitigation steps in place that are adhered to.

Supplier Adherence to our values

A modern slavery Suppliers Expectation policy is required to be reviewed and understood by anyone that Common Purpose works with, including venues and external speakers. It outlines Common Purpose expectations as well as providing support to suppliers to implement a strategy for their business to tackle modern slavery.

Training

To ensure that Common Purpose staff remain vigilant and understand the risk of modern slavery, in house training is provided to all the relevant individuals.

Common Purpose Charitable Trust
www.commonpurpose.org

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