



Anti-Slavery Policy

Introduction

The policy of Portobello Institute is to conduct all of our business in an honest and ethical manner, and to comply with all applicable legislation. We strive to ensure that neither modern slavery nor human trafficking supports our supply chain or our businesses; this objective is implicit in our policies and procedures. We aim for a zero-tolerance approach to violations of anti-slavery and human trafficking laws.

Portobello Institute will review the continuation of business with individuals and organisations found to be involved in slavery, human trafficking, forced or child labour and retains the right to cease business with such individuals and organisations on this basis.

Portobello Institute is committed to acting professionally and with integrity in all its business dealings and relationships whether in Ireland, UK or abroad.

In this context, Portobello Institute has created a dedicated Anti-Slavery and Human Trafficking Policy.

We will review this policy and its operation in practice, at least on an annual basis.

Reporting knowledge or suspicion of slavery or human trafficking

All employees have a statutory obligation to report knowledge or suspicion of slavery or human trafficking. Any genuine suspicion or knowledge of slavery or human trafficking is to be immediately reported to the College Director and to the Head of Quality, who will decide what further action, if any, is deemed necessary.

Partners and employees who raise concerns of slavery or human trafficking in good faith may do so without fear of discrimination or reprisal.

These provisions do not replace any legal reporting or disclosure requirements. Where statutory reporting requirements and procedures exist, these must be fully complied with.

Employment and recruitment processes exercise due diligence around this policy.