Institute of the Arts Barcelona

IAB Modern Slavery Policy Statement

Policy

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Policy Details

Responsibility for the Policy	Principal
Relevant to	Staff and Contractors of the IAB
Approved by	Senior Leadership Team
Date Introduced	September 2021
Reviewed	September 2023, September 2024
Next Review Date	September 2027
Relevant Documents	The IAB Student Handbook The IAB Staff Handbook

Definition

The IAB understands Modern Slavery to be any situation or activity, which deprives an individual of their personal liberty and to exploit them for personal or commercial gain, inclusive but not limited to slavery, servitude, forced and compulsory labor and human trafficking.

Context

The IAB has a zero-tolerance approach to modern slavery and is committed to acting ethically, transparently and with integrity in all business dealings and relationships. The company is committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in their own business or in any supply chains in line with the obligations under the Modern Slavery Act 2015.

The IAB expects the same high standards from contractors, suppliers and other business partners. As part of the contracting process, in the coming year, specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or

servitude, whether adults or children will be inbuilt, and the company expects its suppliers to hold their suppliers to the same high standards.

This policy applies to all persons working for or on behalf of the IAB in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and may be amended at any time.

Responsibility

The company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Compliance

All staff are expected to read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of IAB's business or supply chains is the responsibility of all those working at and for the company. Staff are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your line manager or a senior manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. Or, report it in accordance with the IAB Whistleblowing Policy as soon as possible.

If unsure about whether a particular act, the treatment of employees more generally, or their working conditions within any tier of supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or company Director.

The company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

Breach

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

The IAB may terminate the relationship with other individuals and organisations if they breach this policy.