Modern Slavery & Human Trafficking Statement

Modern slavery and anti-trafficking statement (Financial Year 1 August 2025 to 31 July 2026)

ACS International Schools Limited (ACS) is a UK-registered educational charity. ACS has a zero-tolerance approach to modern slavery and human trafficking and is committed to conducting all business activities ethically, transparently and with integrity.

This statement is made in accordance to Section 54 of the Modern Slavery Act 2015 and sets out the steps ACS has taken to prevent modern slavery and human trafficking within its operations and supply chains during the reporting period.

ACS recognises that modern slavery is a crime and a violation of fundamental human rights. It can take many forms, including slavery, servitude, forced or compulsory labour and human trafficking. ACS is committed to implementing and maintaining effective systems and controls designed to minimise the risk of modern slavery occurring in any part of its organisation or supply chains.

This statement has been approved by the Board of Trustees of ACS International Schools Limited and is reviewed annually. The Board is committed to ensuring that ACS continues to take appropriate steps to prevent modern slavery and human trafficking within its operations and supply chains.

Activities throughout 2025–2026

ACS has continued to run the various controls and activities outlined in its policy, notably through the ongoing operation of established supplier due diligence and approval procedures.

ACS did not receive any reports of instances of modern slavery or human trafficking in the financial year ending 31 July 2026.

Initiatives 2026-2027

ACS will continue to raise awareness of modern slavery and human trafficking and of the need for proper due diligence and risk assessment processes to be applied by staff and suppliers, in accordance with its policy.

ACS will provide online training to all relevant employees on this topic by the end of the 2026-2027 academic year, and in particular managers responsible for recruitment, procurement, contractor management and those with people management responsibilities.

ACS will include contractual provisions relating to modern slavery and ethical business conduct, including Contracts for Service.

ACS' Organisational Structure

ACS operates three schools in the United Kingdom and is supported by Head Office functions (Group Services) including Finance, Human Resources, Information Technology, Marketing and Digital and Estates and Facilities.

The broad categories of people engaged by ACS include academic staff such as teachers, teaching assistants, counsellors and librarians, support staff, including administrative and professional services staff, temporary and substitute staff, sports coaches, casual workers, agency workers and volunteers.

ACS seeks to ensure that all individuals working for or on behalf of the organisation are treated fairly, with dignity and respect, and in accordance with applicable employment legislation and recognised employment standards. ACS policies which underpin this ethos are the Dignity at Work Policy, the Sexual Harassment Policy and the Whistleblowing Policy, available on ACS' internal intranet site, MYACS.

Our Supply Chains

ACS procures a range of goods and services to support its educational and operational activities.

Key supplier categories include school transport and bus services, catering providers, cleaning contractors, security providers, temporary staffing agencies, construction contractors, facilities management suppliers, professional advisers and consultants and Technology and equipment suppliers.

Where appropriate, ACS seeks to work with suppliers that demonstrate ethical business practices and compliance with employment law and suitable best practice standards. Suppliers are expected to operate responsibly and take appropriate steps to prevent modern slavery within their organisations and supply chains.

Policies and Governance

ACS' Modern Slavery and Human Trafficking Policy applies to all employees, workers, contractors, volunteers, consultants, suppliers and business partners.

The Board of Trustees has overall responsibility for ensuring that ACS complies with its legal and ethical obligations relating to modern slavery. Day- to-day responsibility for implementation, monitoring and review of the policy is delegated to the Head of HR.

The Board of Trustees will review and approve this statement annually.

Signed for and on behalf of ACS International Schools Limited

Robert Macnaughton, Chair of Trustees

Date: 21 October 2026