

Modern Slavery and Human Trafficking Statement

Poska Szkola Rugby Ltd

1. Introduction

Poska Szkola Rugby Ltd (Polska Szkola w Rugby im I Sendlerowej) is committed to preventing modern slavery and human trafficking in all its forms. We uphold the highest ethical standards and ensure that the rights and dignity of every person involved in our operations and supply chain are respected.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015.

2. Our Organisation

The Company is a UK-based provider of educational services, operating across Rugby and Midlands and delivering teaching services etc.

Our activities include:

- Delivery of educational programmes and training
- Engagement of staff, contractors, and volunteers
- Procurement of goods and services to support our educational operations

We recognise our responsibility to ensure that modern slavery does not take place within our organisation.

3. Our Policies

We have implemented the following policies and frameworks to prevent modern slavery:

- Modern Slavery Policy
- Code of Conduct
- Safeguarding Policy
- Whistleblowing Policy

These policies reinforce our commitment to ethical business practices and provide clear routes for reporting concerns.

4. Due Diligence and Risk Assessment

We undertake due diligence to assess and mitigate slavery and human trafficking risks by:

- Inspecting new suppliers
- Reviewing higher-risk areas
- Assessing labour practices used by recruitment and staffing partners
- Requiring suppliers to confirm compliance with the Modern Slavery Act

Where risks are identified, appropriate actions are taken, including remedial steps or termination of relationships.

5. Training and Awareness

To strengthen understanding of modern slavery risks, safeguarding we:

- Provide training to staff involved in procurement, HR, and management
- Share awareness materials to help employees identify signs of exploitation
- Encourage a culture of vigilance and ethical responsibility

6. Reporting Concerns

Employees, suppliers, and stakeholders are encouraged to report any concerns relating to modern slavery, safeguarding issues via:

- Our confidential whistleblowing process
- Direct reporting to senior management
- All reports are investigated thoroughly and responded to appropriately.

7. Continuous Improvement

We are committed to enhancing our approach each year by:

- Reviewing and updating our policies
- Strengthening supplier assessments
- Improving staff training and safeguarding measures

8. Approval

This statement has been approved by the Board of Directors of Polska Szkola Rugby Ltd and will be reviewed annually.

Signed... 

Name: Marta Kwiatkowska

Position: Director

Date: 18/11/2025