



RUGBY SCHOOL ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

(Issued September 2026)

Our commitment

Rugby School and its subsidiaries are committed to preventing modern slavery and human trafficking within our operations and supply chains. We expect those with whom we do business to share our commitment to ethical employment practices, including the prohibition of forced or child labour, worker paid recruitment fees, threats, harassment and discrimination.

Our organisation and supply chains

Rugby School is a charitable, co educational independent school providing boarding and day education. The wider Rugby School Group includes nurseries, prep schools, trading subsidiaries and a portfolio of investment properties. The School also has partnership agreements with overseas schools which use the Rugby School name.

We recognise that some sectors and supply chains present a greater risk of modern slavery than others and will take additional steps to satisfy ourselves as to compliance in those higher risk areas. These include construction, catering, IT and AV equipment, and uniform production.

Managing the risk

Our Anti Slavery and Human Trafficking Policy sets out our approach to identifying and managing modern slavery risks. It is supported by our safeguarding and whistleblowing arrangements.

We seek to manage modern slavery risk by:

- assessing our supply chains to identify areas of higher risk;
- undertaking proportionate due diligence on suppliers, particularly in higher risk sectors;
- including appropriate anti slavery provisions in contracts;
- expecting suppliers to comply with applicable legislation and maintain appropriate standards within their own supply chains; and
- providing staff with guidance on identifying and reporting concerns.

We also recognise that our own purchasing practices can influence risk and seek to avoid practices, such as unrealistic pricing or lead times, which could contribute to exploitation.

Reporting concerns

Anyone with concerns about possible modern slavery or human trafficking within our operations or supply chains should raise them with the Chief Operating Officer. Concerns raised in good faith will be taken seriously and investigated appropriately.

Approval

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It has been approved by the Governing Body of Rugby School and will be reviewed annually.

Chair of Governors

Chief Operating Officer