



MODERN SLAVERY STATEMENT

2024-2025

This statement applies to SK Hub as a parent company. Here are the steps the SK Hub has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains. This statement is published in line with section 54(1) of the Modern Slavery Act 2015. The information included in the statement refers to the financial year ending December 2023. The financial year for SK Hub aligns with the standard year format of January to December.

About SK Hub

SK Hub is a dynamic parent company dedicated to driving meaningful progress across multiple sectors. Its diverse interests operate across numerous sites within its wider portfolio, with its head office at *The Atrium, 1 Harefield Rd, Uxbridge UB8 1HB*. The SK Hub operates diverse streams of interests including media, research, education, health, technology and design and development. Operation and management of SK Hub is carried out in Uxbridge, United Kingdom.

Definitions

SK Hub considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through coercion, mental or physical abuse or the threat of such abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.
- Other forms of criminal exploitation where the victim is expected to perform unlawful actions.

Our Commitment

SK Hub acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. SK Hub understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

SK Hubs turnover for the period January to December 2023 was £3,815,840. As SK Hub does not have a turnover of above £36 million, it is not required to publish an annual modern slavery statement. However, as a conscientious company, SK Hub is committed to the abolition of modern slavery and human trafficking. SK Hub recognises that some of the sectors in which it has interests are those in which modern slavery is known to be present, and therefore SK Hub takes a step further than needed to prevent modern slavery in its business and its supply chains and ensure that our members are fully aware of how to identify, prevent and report instances of modern slavery.

SK Hub does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to SK Hub in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. SK Hub strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

As an equal opportunity employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are clearly defined, and we procure goods and services from a restricted range of UK and overseas suppliers, which share our core values with respect to prevention of modern slavery.

Potential Exposure

In general, SK Hub considers its exposure to slavery/human trafficking to be extremely low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it. We have robust measures to safeguard all of our members against the threat of modern slavery and strive to increase awareness of this amongst the organisation's staff.

Actions

SK Hub carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers. SK Hub has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, SK Hub has taken the following steps to ensure that modern slavery is not taking place:

- Review suppliers on a regular basis, contacting them in the event that the supplier is, or is suspected, to be involved in modern slavery.
- Undertake impact assessments of its services upon potential instances of slavery.
- Follow action plans to address risk to modern slavery.
- Continue to ensure clear actions are taken to embed a zero-tolerance policy towards modern slavery.
- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Ensuring that consideration of the modern slavery risks and prevention are added to SK Hub's policy review process as an employer and procurer of goods and services.
- Making sure SK Hub's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

Key Performance Indicators

SK Hub has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in SK HUB or its supply chains.

- Staff are aware of Modern Slavery and the actions to take should they suspect it to be occurring.
- There is a low incidence of reporting of Modern Slavery – where this intersects with a high level of awareness.
- Any suspected incidents are reported effectively with swift and proportionate action being taken.

Policies

SK Hub embeds its stance on modern slavery throughout its policy framework. These policies are available through the SK Hub website and intranet:

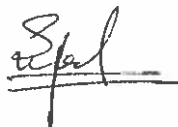
Training

SK Hub provides regular training to staff to effectively implement its stance on modern slavery. Written guidance on modern slavery with the facilities to conduct further reading into the any changes in the Modern Slavery Act. It also seeks to embed awareness of Modern Slavery within the courses that it delivers to students.

Slavery Compliance Personnel

The Chief Executive Officer has ultimate responsibility for ensuring that SK Hub as an organisation is free from links to Modern Slavery. However, the Designated Safeguarding Lead (or in their absence, the nominated deputy as detailed in the safeguarding process) will be the point of contact for all concerns regarding modern slavery, and who will then undertake relevant action with regard to SK Hub obligations in this regard. SK Hub regards all staff to share responsibility to effectively safeguard their working practices against the potential exploitation of Modern Slavery and to be alert to this in their interactions with students. This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed and updated for each financial year.

Date of approval 02/09/2024

Signed: 

Date: 02/09/2024

