

## Modern Slavery Statement

### Introduction

Modern slavery is one of the most severe abuses of human rights, encompassing practices such as forced labour, bonded work, human trafficking, and coerced marriages. It takes place when people are exploited and stripped of their freedom to refuse or leave work due to intimidation, manipulation, or threats. At **Oxford Edu Seas**, we acknowledge our moral and legal duty to play an active role in preventing and addressing modern slavery within our operations and across our extended supply chains.

### Purpose of This Statement

This statement explains how Oxford Edu Seas identifies, manages, and reduces the risks of modern slavery and human trafficking. We maintain a **zero-tolerance approach** towards exploitation and unethical labour practices and are committed to embedding transparency, accountability, and ethical conduct into all areas of our work.

### Our Organisation and Services

Oxford Edu Seas is a leading international education consultancy that supports universities, colleges, and academic organisations in building their presence in Asia and other global markets. Our services include:

- Strategic market entry and representation.
- Student recruitment advisory and outreach campaigns.
- Research and local operational support.

### Our Supply Chains

Our supply chains are primarily service-based, involving IT support, HR functions, marketing, legal services, finance, and outreach. While the risk of modern slavery within these areas is relatively low, we recognise that vulnerabilities can exist within extended or outsourced arrangements. To address this, we prioritise **supplier due diligence, ethical sourcing, and responsible procurement practices**.

### Our Policies and Commitments

Oxford Edu Seas complies with all employment and labour regulations across our operating territories. To reinforce our position, we have introduced the following safeguards:

- **Code of Ethics:** Clear standards promoting fairness, inclusion, respect, and integrity.
- **Fair Recruitment Practices:** Equal opportunity hiring processes that are transparent and discrimination-free.
- **Confidential Reporting Mechanisms:** Safe channels for employees and stakeholders to raise concerns without fear of retaliation.
- **Supplier and Partner Vetting:** Collaboration only with vendors who demonstrate ethical labour practices.

## Due Diligence and Risk Management

We actively assess potential risks of exploitation across our business and supply chain through:

- Structured supplier assessments and reviews.
- Incorporating anti-slavery clauses in contracts.
- Careful monitoring of high-risk regions.
- Preferring long-term partnerships with ethically compliant providers.

## Training and Awareness

We believe awareness is central to prevention. Oxford Edu Seas ensures that its employees and partners are educated on the issue through:

- Regular training sessions for HR, operations, and administrative teams.
- Guidance on identifying early signs of exploitation.
- Ongoing learning modules and awareness campaigns.
- A dedicated reporting email: [modernslavery@oxfordeduseas.com](mailto:modernslavery@oxfordeduseas.com).

## Monitoring and Continuous Improvement

We regularly evaluate our efforts to ensure effectiveness and progress by:

- Reviewing and updating our policies annually.
- Carrying out supplier compliance checks and audits.
- Tracking staff participation in training sessions.
- Enhancing visibility across our supply chain.
- Benchmarking our practices against international standards.

## Annual Statement

To date, Oxford Edu Seas has not identified any cases of modern slavery in our business or supply chains. Nonetheless, we remain proactive and vigilant, committed to strengthening our framework against exploitation.

## Approval and Review

This statement has been reviewed and endorsed by the leadership team of Oxford Edu Seas and will be updated annually to reflect evolving industry practices and emerging risks.



**Gaurav Sharma**  
Chief Executive Officer  
Oxford Edu Seas  
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