



Anti-Slavery, Human Trafficking and Child Labour Policy

Lloyd Business School

Slavery, which is also referred as bonded labour; forced labour; servitude, child labour or compulsory labour in the Indian social context, is strictly prohibited in the country through constitutional mandates and other specific legislations on the same. If one person is controlled by another person through violence or coercion and if that control is for exploitation for labour either sexually or others-wise, then such control would amount to slavery. India highly prohibits any form of slavery or bonded labor. The Constitution of India by the virtue of article 23 (1) bans beggary and other forms of bonded labour. Article 35(a) (ii) of the Constitution not only confers the power on Parliament to provide for punishment for the contravention of the said provisions of Article 23(1) but also expressly takes away the power of the State Legislature to make any legislation with regard to the said matter. Supplementing the constitutional provisions, the Indian government has periodically revised, amended and enacted special laws to curb the menace of slavery. The Indian Slavery Act, 1843, also known as Act V of 1843, was an act passed in British India, which outlawed many economical transactions associated with slavery is still applicable. The Act, banned slavery in India, made sale, and purchase of any person as a slave a punishable offence under the Indian Penal Code. The Bonded Labour System (Abolition) Act 1976, which prohibited bonded labour system in India, also made for financial assistance provision to those individuals who are rehabilitated from the bonded labour system. The entire exercise is to help the freed labourers overcome the issues of food, clothing and shelter. India also prohibits bonded and forced labour through the Child Labour Act, and the Juvenile Justice Act.

Human trafficking is generally understood to refer to the process through which individuals are placed or maintained in an exploitative situation for economic gain. Trafficking can occur within a country or may involve movement across borders. Women, men and children are trafficked for a range of purposes, including forced and exploitative labour in factories, farms and private households, sexual exploitation, and forced marriage. Trafficking violates human rights in most heinous ways. The human rights law forbids debt bondage: the pledging of personal services as security for a debt where the value of those services is not applied towards the liquidation of the debt or their length or nature is not limited and defined. Slavery, servitude, child sexual exploitation, forced marriage, servile forms of marriage, child marriage, enforced prostitution and the exploitation of prostitution are also trafficking-related practices that are prohibited under international human rights law. The Indian Union prohibits all forms of human trafficking. The Government of India penalizes trafficking for commercial sexual exploitation through the Immoral Trafficking Prevention Act (ITPA), with prescribed penalty of seven years' to life imprisonment. Indian authorities also use Sections 366(A) and 372 of the Indian Penal Code, prohibiting kidnapping and selling minors into prostitution respectively, to arrest traffickers. Penalties under these provisions are a maximum of ten years' imprisonment and a fine.

Lloyd Business School does not tolerate slavery or human trafficking or child labour in any form and is vigilant to keep the system strictly away from any such activities. The College is committed to implementing and enforcing effective systems and controls to ensure that we do not employ, directly

or indirectly, any individual who is brought to employment through slavery, bonded labour or human trafficking. The College strictly follows the “No Child Labour Policy”. We comply with all the obligations under the Constitution of India and other legislations to counter modern slavery in our institutional system.

1. Application of the Policy

1.1 This policy applies to all persons working for us or on our behalf in any capacity, including partners, employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

1.2 This policy does not form part of any employee's contract of employment and we may amend it at any time.

2. Responsibility

2.1 Responsibility for the implementation of this policy is with the Director, Lloyd Business School. The responsibility includes implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

2.2 Management at all levels are responsible for ensuring their staff understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

3. Compliance with this policy

3.1 All partners and employees must read, understand and comply with this policy.

3.2 Everyone working for Lloyd Business School is responsible for preventing, detecting and reporting modern slavery if it is encountered.

3.3 If anyone becomes aware of or suspects that modern slavery is taking place, they must immediately notify the Director, Lloyd Business School.

3.4 The college encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

3.5 The college will provide training on this policy as part of the induction process for all individuals who are involved in the appointment of suppliers.

3.6 All staff will be notified of this policy on joining and receive training as appropriate from time to time.