

Modern Slavery Statement 2020/21

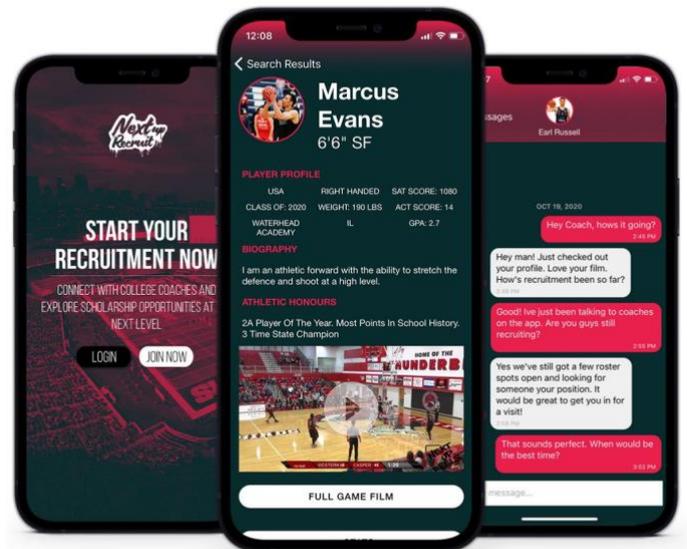
Report modern slavery concerns about our business or our supply chain. You can leave feedback anonymously: [REPORT NOW](#)



INTRODUCTION

NextUpRecruitment is a college recruitment service currently located in both Chicago, IL and Manchester UK, The CEO & Founder is Ryan a 25-year-old former collegiate athlete who represented both Wilbur Wright and Morton College during his time in the U.S before launching NextUpRecruitment with the goal of providing scholarship opportunities to as many athletes as possible.

NextUpRecruitment specialises in providing young athletes scholarship opportunities at the collegiate level in the United States. In the last few years, the CEO & Founder has brought NextUpRecruitment to the forefront of the industry by being the first to enter the tech space. Using statistics and player driven data to create the first recruitment app of its kind, which provides student-athletes exposure to over 20,000 college coaches across all levels.



Many people around the world dream of becoming college athletes and sign the scholarship offer they've always dreamed of. This inevitably draws human traffickers looking to profit from the exploitation of players' dreams. Traffickers pose as "agents" or recruitment services to establish a relationship with the athlete and their family. Families pay traffickers to arrange for their child to attend train/practice in the United States, with the promises of signing the athlete with a college program. In cases where the "agent" does arrange for the admittance and travel to the school, the athlete often finds themselves in situations that increase their vulnerability to predatory behaviours. Some posing agents immediately abandon the athlete while in transit or after arrival to the destination.

NextUpRecruitment has partnered with **Safe & Free**, which has extensive experience in the identification, rescue and prevention of human trafficking. We want our approach to modern slavery to be open and transparent for our prospective student athletes, our coaches and colleges. We want them to have confidence in our approach, but we also seek feedback. NextUpRecruitment maintains close professional relationships with all coaches and colleges and can positively say they meet ethical standards. In a case where this was no longer the situation, we would like anyone who has any concerns or observations about modern slavery or wishes to raise some issue about our modern

slavery statement to directly contact us or report anonymously through our reporting mechanism [here](#).

ABOUT OUR BUSINESS

NextUpRecruitment was founded in 2017 by former collegiate athletes and coaches with the goal of giving under-recruited athletes, the platform needed to showcase their talents to the masses.

Working with players throughout Europe, Australia the United States, and more. Putting the athlete first and helping guide them throughout the recruitment process.

At NextUpRecruitment we're more than just a scholarship agency. We're here to work with you to achieve your dreams and experience the incredible things that we ourselves as athletes and coaches have experienced.

We pride ourselves on being for the athlete by the athlete. We've been in your shoes; we've made mistakes and learned from them and now perfected our system to make your recruitment process the smoothest it can be.

We have raised over \$200M in scholarships working with over 3000 athletes and 20,000 college coaches.



"Due to NextUpRecruitment I have been in contact with high level players that are coachable and overall great kids. We will always be in touch and recruit from NextUp!"

COACH WADE

Angelina College

OUR POLICY

- ✦ We are committed to protecting and supporting our employees, athletes, coaches and colleges.
- ✦ We will use our influence to encourage our coaches and colleges to adopt a similarly ethical position.

- ✦ We will ensure that all existing and new policies are written with the human trafficking threat in mind and we will review our policies annually to ensure that they are fit for purpose.
- ✦ We will strive to maintain the highest levels of modern slavery transparency, so that our athletes, coaches and colleges might have justification for their confidence in our continued relationship.
- ✦ If we identify a victim of Modern Slavery through any of our work, we will be 'survivor focused' and will do all that is possible to support the survivor to ensure that they are;
 - safe and immediately secure.
 - aware of and able to access the help and support that is available to them;
 - able, subject to our victim focus, to support authorities in bringing the offenders to justice;
 - able to give us information about other victims that our survivor might have come into contact with.

DUE DILIGENCE

Modern slavery is the responsibility of our management team. The CEO is our single point of contact for modern slavery issues. This oversight gives us confidence that we have sufficient focus on professional standards in relation to Modern Slavery and Human trafficking prevention.

We maintain a list of approved suppliers and we have good working relationships with these suppliers and reasonable grounds to believe that their ethical practices meet with our expectations. Our procurement decision making is influenced by the confidence we build in our supplier's ethical credentials.

NextUpRecruitment has implemented a whistle-blower service to increase transparency across our supply chain, to encourage ethical practice by our coaches and colleges, and gather information to provide reassurance that our supply chain threats are effectively mitigated.

2020-21 MODERN SLAVERY ACTION PLAN

We have reviewed our business activities and identified those areas of our operations which are at the greatest risk of exposure to modern slavery threat. We have also identified factors that aggravate this threat.

New policies are being written in a way which recognises the threat and importance of modern slavery. Existing policies will be interpreted with modern slavery prevention in mind.

We will conduct a high-level risk assessment across our supply chain. We will use the results to better inform our procurement decisions. We will use our commercial influence to encourage suppliers to build modern slavery transparency into their businesses and supply chains.

We ensure that all our employees receive modern slavery training materials, are made aware and understand our Modern Slavery Policy. Additionally, we ensure that they understand how to access help or report concerns about modern slavery, via the [reporting link](#) on our website via the statement.

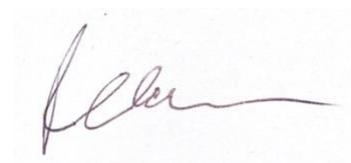
TRAINING

We train all new employees on the modern slavery threat and we screen our new employees to ensure that they have not themselves (currently or historically) been victims of modern slavery. We also seek to establish whether they have knowledge of others that may have been so victimised.

MEASURING EFFECTIVENESS

The matrices that we will use to measure the effectiveness of our mitigation efforts through this year are as follows:

1. We will ensure that we have achieved the objectives outlined in our modern slavery plan.
2. We will receive, interpret and take appropriate action in respect of any reports received through our whistle-blower service.
3. We will identify the extent to which we have been able to influence the businesses within our supply chain.
4. We will identify the number of times we have positively influenced businesses which are in our extended network but which are not in our supply chain.
5. We will review our progress at the end of the year and we will produce an updated modern slavery statement and action plan for the year 2021/22.



Ryan Cook
CEO & Founder