

Modern Slavery Statement

We are committed to ensuring that our company and supply chain are free from slavery and human trafficking, taking a zero-tolerance approach throughout all aspects of our organisation. We also work to improve social justice and are committed to paying in excess of the real living wage and upskilling our workforce and partners. This statement follows section 54(1) of The Modern Slavery Act 2015 and constitutes our human trafficking and modern slavery statement.

Aims

We are committed to:

- Preventing slavery in any form across our organisation and supply chain.
- Ensuring that all relevant new suppliers accept and comply with our zero tolerance approach to modern slavery and human trafficking.
- Ensuring staff, clients and our other partners are aware of what modern slavery is and know how to report concerns.
- Ensuring our recruitment policies do not promote or encourage slavery and human trafficking.
- Maintaining the highest standards of employee conduct and ethical behaviour.

Actions

We do this by:

Self-auditing annually using the Coop best practice audit checklist.

Ensuring staff, clients and other partners report concerns related to our activities or supply chain concerning slavery or human trafficking.

Requiring new suppliers provide details of their existing programme to prevent human trafficking and slavery. Violations will lead to termination of the business relationship.

Ensuring all recruitment agencies we work with adopt our ethos and high level of checks.

Paying the living wage and upskilling staff.

Making it clear to employees the actions and behaviour expected of them.

Accountability

Our Modern Slavery Statement is updated and signed off annually by the Board of Directors.

Concerns and/or breaches are reported directly to our Chief Executive Officer, and are considered immediately by an exceptional meeting of the board.

This policy forms part of a suite of policies to ensure that we meet the highest standards.

A handwritten signature in black ink, appearing to read 'JA', on a light-colored background.

Jamie Anderson,
Marketing and
Recruitment Director,
21st February 2023