

## Modern Slavery and Human Trafficking Policy

### 1. Introduction

This policy is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and will ensure transparency within the Association and with suppliers of goods and services to the Association.

We are committed to operating our business ethically and with integrity.

Likewise we are committed to preventing and driving out acts of modern slavery and human trafficking from occurring within both our business and supply chain, within the UK and overseas.

Slavery is defined as holding a person in slavery or servitude or requiring a person to perform forced or compulsory labour in contravention of Article 4 of the Human Rights Act 1998.

Human Trafficking is defined as an offence if the person arranges or facilitates the travel of another person with a view to them being exploited. It is irrelevant whether the person consents to the travel.

### 2. Policy

We recognise the importance of actively engaging with our staff on many important matters including our policies that relate to modern slavery and human trafficking.

The Association will not support or deal with any business knowingly involved in modern slavery or human trafficking.

As part of the Association's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a check of supplier's commitment to preventing and driving out acts of modern slavery and human trafficking.

Imported goods from sources outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

We also take steps to ensure that our suppliers are aware of our policies and we expect them to adhere to the same high standards.

As part of our commitment to operating ethically and in a manner which complies with relevant laws, we have in place a number of policies within the Association, including: Anti-Bribery, Equality, and Whistleblowing.

### 3. Preventing and Reporting Modern Slavery and Human Trafficking

All employees have a responsibility to prevent, detect and report acts of modern slavery and human trafficking within the business and from within its supply chains.

Any suspicion or attempt of modern slavery and human trafficking committed by or against an employee, agent or other party acting on behalf of the Association must be reported immediately to the Chief Executive Officer.

The Association's Whistleblowing Policy and Procedure is in place to protect anyone reporting reasonable suspicions.

Any breach of this policy will result in disciplinary action and possibly summary dismissal.

