

Modern Slavery and Human Trafficking policy
Policy last review date: May 2026

1. Introduction

This policy exists in accordance with Section 54(1) of the Modern Slavery Act 2015 and ensures transparency between our suppliers and us in the goods and services we provide. We are committed to operating our business ethically and with integrity, and likewise, we are committed to preventing and driving out acts of modern slavery and human trafficking from occurring within our business and supply chain, in both the UK and overseas.

2. Definitions

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 a 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.

3. Policy

We will not knowingly support or deal with any business involved in modern slavery or human trafficking. As part of our due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Imported goods from sources outside the UK may be at higher risk of slavery or human trafficking. The level of management control required for these sources is continually monitored. We also take steps to ensure that our suppliers are aware of our policies and 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 policies in place to support this, including:

- Anti-Bribery Policy
- Equality Policy, and
- Whistleblowing Policy and Procedure

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

4. Preventing and Reporting Modern Slavery or Human Trafficking

All employees of the Association 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 our behalf must be reported immediately to the Chief Executive Officer.

Our Whistleblowing Policy and Procedure is in place to protect anyone who reports reasonable suspicions.