

Modern slavery and human trafficking statement

This statement is provided on behalf of the charity Age UK Cambridgeshire and Peterborough and is made in pursuant to section 54 of the Modern Slavery Act 2015 ('the Act'). It constitutes Age UK Cambridgeshire and Peterborough's statement for the financial year ended 31 March 2024.

Age UK Cambridgeshire and Peterborough (AUKCAP) considers modern slavery and human trafficking extremely serious crimes, grave violations of human rights and contrary to the ethical standards and values we hold dear. As a charity that, as part of its wider objectives, fights for the protection and advancement of human rights in the Cambridgeshire and Peterborough area, we have a zero tolerance approach to such abuses.

We are committed to preventing modern slavery in our organisation and ensuring that our supply chain is as equally free of both modern slavery and human trafficking (within the reasonable bounds of our influence and control to ensure compliance with the Act by our supply chain and/or assure ourselves of their compliance).

Our organisation

AUKCAP is a charity registered in England which exists to promote the wellbeing of older people.

AUKCAP employ around 100 staff, and benefit from the support of approximately 350 volunteers.

All our staff are employed directly by AUKCAP and are not of an employment status generally considered to be vulnerable to modern slavery in this country.

We are not complacent and have robust policies and procedures in place. Our focus, however, is on ensuring that our supply chain complies with the Act, relevant AUKCAP policies and procedures, and our ethical standards.

Our supply chain

AUKCAP is committed to improving our practices to identify and eliminate modern slavery and human trafficking in our supply chains, and to act ethically and with integrity in all of our business relationships. Our supply chains comprise over 30 suppliers and contractors. AUKCAP and our subsidiaries use the products and services we purchase from these suppliers to support our charitable activity and operations.

AUKCAP is a Network Partner of the Age UK federation of over 120 independent charities which independently deliver charitable services in the UK.

Policies

AUKCAP endeavours to raise awareness among all employees of the identification, prevention and eradication of modern slavery and human trafficking, and has policies and procedures in place to ensure that they can do so. The Board of Trustees and Leadership Team has overall responsibility to procure our supply chain. The relevant policies are:

1. AUKCAP's Whistleblowing Policy - asks staff and volunteers to confidentially report concerns including modern slavery or human trafficking.

2. AUKCAP's Safeguarding Policy and Procedures - acknowledges modern slavery as a form of abuse and, where there is a concern about a child (under 18 years) or an adult (18 or over) who needs care and support, this Policy takes effect.

Supply Chain Due Diligence

AUKCAP aims to work with only those suppliers that demonstrate high levels of commitment to monitoring and reducing the risk of modern slavery and human trafficking taking place within their organisations or supply chains.

As a pre-condition to supplying AUKCAP, suppliers must confirm their compliance with the Act. If a supplier fails to provide the information requested or meet AUKCAP's expectations, AUKCAP will take appropriate action, which may include not entering into a relationship or terminating the relationship.

Reviewing procedures

AUKCAP regularly reviews all policies and procedures, disseminating updates on our website and directly to staff and volunteers which provides additional assurance of our compliance with the Act. AUKCAP has a specific Modern Slavery Policy and Procedure, which is available to view on our website.

- New contractors or suppliers that trade on AUKCAP's terms and conditions have been asked to provide specific confirmation of their compliance with the Act by agreeing to and signing AUKCAP's terms and conditions for the supply of goods and services, which includes a modern slavery and human trafficking clause.
- New contractors or suppliers who trade with AUKCAP on their own terms and conditions have been requested to

provide written assurances of their compliance with the Act, as well as with all applicable laws and regulations.

Plans for 24/25

In the 2024/25 financial year AUKCAP plans to continue ensuring all staff and organisational representatives are aware of our supply chain due diligence, including:

- regular training and reviews in order that staff are aware and understand modern slavery and human trafficking by introducing mandatory training
- Continuing to require new and renewing suppliers to complete a risk self-assessment to understand the measures they have in place to comply with the Act and to assure compliance

This statement is made pursuant to Part 6, section 54 of the Act and constitutes AUKCAP's anti-slavery and human trafficking statement for the financial year ending 31 March 2025 and has been approved by the AUKCAP Board of Trustees on behalf of AUKCAP.

Melanie Pittock
Chief Executive, AUKCAP
21st October 2024