

Adopted: August 2020
Reviewed: October 2024

Modern Slavery Policy

PURPOSE

Age UK Cambridgeshire & 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 within Cambridgeshire & Peterborough, 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).

SCOPE

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

AUKCAP acknowledges responsibility to comply with all principles of the Modern Slavery Act 2015 and will perform due diligence to provide transparency throughout the organisation.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, trustees, volunteers, contractors, third-party representatives and business partners. Compliance with this policy is a mandatory requirement of AUKCAP.

POLICY

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those

working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager or the Chief People Officer as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our organisation or the supply chains of any supplier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes any of the various forms of modern slavery, raise it with your manager or the Chief People Officer.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own organisation or in any part of our supply chain. If you believe that you have suffered any such treatment, you should inform your manager immediately.

AUKCAP will not knowingly support or deal with any businesses involved in slavery or human trafficking.

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

AUKCAP Board of Trustees and Leadership Team will take responsibility of implementing this policy and its objectives and will provide the necessary resources to ensure that its practices are effective in ensuring that modern day slavery is not taking place.

Monitoring

This policy will be reviewed every 12 months.

Modern Slavery Policy approved : October 2024

A handwritten signature in black ink that reads "Hazel Willis" followed by a long, sweeping horizontal flourish.

Signed by Chair of Trustees