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Review of policy content, updated throughout, new front sheet.	Sam Palmer, Rob Wardle	June 2023

Introduction

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour, and human trafficking.

Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and violation of fundamental human rights.

Respect for All has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in everything that we do and to implementing and enforcing effective system and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.

Scope and Purpose

This policy applies to all persons working for us and on our behalf in any capacity, including employees at all levels, board members, counsellors, volunteers, sessional workers, contractors, and suppliers.

Respect for All strictly prohibits the use of modern slavery and human trafficking in our operations or that of any suppliers or other organisations we work with.

Commitments

As part of Respect for All's commitment to preventing modern slavery, we will:

- Take a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- Ensure that workers do not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- Engage with our stakeholders to address the risk of modern slavery in our operations.
- Take a risk-based approach to our contracting processes and keep them under review. We will assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach we will assess the merits of writing to suppliers to ensure their procedures for preventing modern slavery fit with our commitments and values.
- Work with partner organisations prior to starting new projects or pieces of

work, to complete a partnership agreement clearly outlining any delegated roles and responsibilities of each party.

- Expect that our suppliers and partner organisations will share our commitment to preventing modern slavery and human trafficking by implementing their own policies. Respect for All undertakes thorough vetting with any potential partners and will only work with organisations that we believe are working in a way that matches our own values.
- We will ensure that employees, counsellors, volunteers, and sessional workers are offered and undertake any relevant training on safeguarding against modern slavery and human trafficking, where appropriate.

Responsibility for the policy

The board of trustees have overall responsibility for ensuring that this policy complies with our legal and ethical obligations.

The management team has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, and dealing with any queries or concerns in regards modern slavery or human trafficking.

Any employee, sessional worker or volunteer who is proven to breach this policy will face disciplinary action, which will result in dismissal for misconduct or gross misconduct.

We will terminate our relationship with other individuals, stakeholders, sub-contractors, or partner organisations working on our behalf if they are proven to be in breach of this policy.