



Gaddum Policy Front Sheet

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| Policy Name | Anti-slavery and Human Trafficking Policy |
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| Review of policy content, updated throughout | Heather Kerr | 23/01/2023 |

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Anti-slavery and Human Trafficking Policy

1. Introduction

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

1.2 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.

2. Scope and Purpose

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

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

3. Commitments

3.1 As part of Gaddum'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. Gaddum 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, volunteers, and sessional workers are offered and undertake any relevant training on safeguarding against modern slavery and human trafficking, where appropriate.

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4. **Connected Policies**

- Finance and Procurement Policy
- Supervision, Appraisal, and Training Policy
- Health, Safety, and Risk Management Policy