



JOBSTORE UK

Digital Agency, Traditional Values

Anti-Slavery, Human Trafficking & Child Labour Policy

Unfortunately, slavery, human trafficking and child labour remain a hidden blight on our global society and we all have a responsibility to be alert to the risks, no matter how small. We are committed to ensuring that there is no modern slavery, human trafficking or child labour in our supply chains, business relationships, or in any part of our business. We are also committed to acting ethically and with integrity in all our business relationships. This policy outlines our commitment and how we will combat modern slavery, human trafficking and child labour.

What is modern slavery?

The severe exploitation of other people for personal or commercial gain. Modern slavery can be all around us, but often out of sight. People can become entrapped in making our clothes, serving our food, picking our crops, working in factories or working in houses. These people may be controlled by violence and threats, forced into inescapable debt or have their passports taken away and be threatened with deportation.

What is human trafficking?

The recruitment, transportation, transfer, harbouring or receipt of persons for the purpose of exploitation. Traffickers exploit their victims through different types of human slavery. People who are trafficked are treated as disposable and are often tricked or lured into slavery by traffickers taking advantage of poverty, lack of prospects or hopes for a better future.

What is child labour?

Not all work done by children is child labour. Where work does not affect a child's health or personal development, or interfere with their education, it is generally regarded as positive. However, child labour is defined as work that deprives children of their childhood, their potential and their dignity. It is harmful to both physical and mental development. The worst form of child labour involves children being enslaved, separated from their families, exposed to serious hazards or left to fend for themselves, often at a very early age. Whether work can be called child labour depends on the child's age, the type and hours of work, the conditions and objectives pursued by individual countries. The worst forms of child labour (as defined by the International Labour Organisation) are:

- Slavery or practices similar to slavery (such as the sale and trafficking of children, debt bondage, serfdom and forced labour)
- Using, procuring or offering a child for prostitution or pornography
- Using, procuring or offering a child for illicit activities such as drug trafficking
- Work which, by its nature or circumstances, is likely to harm the health, safety or morals of children

Hazardous child labour may also include working underground, under water, at dangerous heights or in confined spaces; working the dangerous machinery, equipment and tools; working with hazardous substances; working long hours or during the night.



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How will you combat modern slavery, human trafficking and child labour?

We will ensure all our management team are trained in recognising the signs and risks involved and every employee receives an induction that includes our policy and expectations.

We also use the following key performance indicators to measure how effective we have been in ensuring modern slavery, human trafficking and child labour are not taking place in any part of our business or supply chains:

- Use of labour monitoring, right to work documentation and payroll audits
- Maintain level of communication and personal contact with the next link in the supply chain to ensure their understanding and compliance with our expectations
- Regularly review our supply chain policies, code of conduct and our working practices

What should I do if I have suspicions?

If you suspect any of our suppliers, business relationships or parts of our business have involvement in modern slavery, human trafficking or child labour you should refer to our Confidential Reporting Policy. You can also make a report to the Modern Slavery Helpline on 0800 012 1700.

