

## **Modern Slavery & Human Trafficking**

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### **Introduction**

iEthico is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

While the obligations of section 54 of the Modern Slavery Act 2015 do not currently apply to iEthico, we recognise the importance of its principles and have prepared this statement to demonstrate our commitment to them.

### **Purpose**

At iEthico, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees.

We want our employees to feel confident they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

We will not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### **Due Diligence Processes for Slavery and Human Trafficking**

We have in place policies and systems across our business to: –

- Identify inappropriate employment practices
- Identify, assess and monitor other potential risk areas
- Mitigate the risk of slavery and human trafficking occurring
- Protect whistle-blowers; and
- Investigate reports of Modern Slavery



## **Our Business**

Due to the nature of our business, we have assessed ourselves to have a low risk of Modern Slavery.

## **Embedding the principles**

The principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure consideration of the modern slavery risks and prevention are added to our policy review process as an employer and procurer of goods and service.
- Ensure our procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Take action to embed a zero-tolerance policy towards modern slavery.

## **Supplier Adherence to our Values and Ethics**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible employment, including paying employees above the minimum wage.

## **Statement**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement approved by the CEO of iEthico.