

# UK Cervical Cancer - Policies and Procedures

## Anti-slavery and human trafficking Policy Statement

<b>Function</b>	Compliance	<b>Author</b>	CEO		
<b>Issue Date</b>	15/08/19	<b>Time to Next Review</b>	Six Months		
<b>Date of Latest Review</b>	25/06/2024	<b>Issue No</b>	1.0	<b>Supersedes Issue No</b>	1.0
<b>Approved By</b>	MH	<b>Signature</b>			

### Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

### Purpose

UK Cervical Cancer strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

### Our Commitments to Modern Slavery and Human Trafficking

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 a violation of fundamental human rights.

### Confirmed Commitments

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our Charity and Partners.
- The prevention, detection and reporting of modern slavery in any part of our organisation or Partners is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and Partners to address the risk of modern slavery in our activities and services.
- We take a risk-based approach to our processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our understandings with third parties. Using our risk based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.
- Consistent with our risk-based approach we may require:

- Employment and recruitment agencies and other third parties supplying workers and volunteers to our organisation to confirm their compliance with our Code of Conduct, o Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the,
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct,
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action and
- This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted.

## **References**

Memorandum and Articles of Association

Employing and Managing All Staff and Trustees

Conflict Management Policy