

Cavernoma Alliance UK Human Trafficking and Modern-Day Slavery Policy
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Created

Date developed	By whom	Method of consultation and recommendations	Date adopted
18/12/2020	EYF Ltd. for CAUK		19/2/2021
Schedule for revision		This policy should be reviewed annually or sooner if needed.	

History of revisions

Review date	By whom	Summary of changes made	Date implemented

Context

This policy reflects CAUK’s commitment to ending human trafficking and modern-day slavery and pertains to Section 54(1) of the Modern Slavery Act 2015. It sets out the steps CAUK have taken and will continue to take to address the risk of modern slavery or human trafficking occurring within its business.

Definition of terms

Section 54(1) of the Modern Slavery Act 2015	Requires organisations to develop a slavery and human trafficking statement each year. The slavery and human trafficking statement should set out what steps organisations have taken to ensure modern slavery is not taking place in their business or supply chains.
Workforce	Describes all paid and non-paid staff such as volunteers, Trustees and anyone who is representing CAUK.

Policy statement

According to the human rights charity Antislavery, there are an estimated 40.3 million people in modern slavery around the world.

Modern slavery is a serious crime. It encompasses slavery, servitude, and forced or compulsory labour and human trafficking. Victims of modern slavery can often face more than one type of abuse and slavery, for example if they are sold to another trafficker and then forced into another form of exploitation. A person is trafficked if they are brought to (or moved around) a country by others who threaten, frighten, hurt and force them to do work or oather acts they do not want to do.

Although the potential of modern slavery is very low within our organisation, CAUK is committed to preventing modern slavery and human trafficking in all parts of its business. We have implemented systems and controls to help identify risks and prevent slavery and human trafficking within our workforce by ensuring that:

- We implement robust recruitment and ongoing employment policies and procedures for all of our employees and workers.
- Our recruitment and ongoing employment practices include rigorous checks on identity, the right to work in the UK, references and criminal records.
- All of our workforce has access to a confidential and anonymous whistleblowing hotline operated by an independent third party and our Whistleblowing training covers Modern Slavery.