

## Modern Day Slavery Policy Statement

ALT VALLEY COMMUNITY TRUST is committed to ensuring that modern day slavery and human trafficking is not tolerated within its business, services and supply chains. The Company acknowledges its responsibility under the Modern Slavery Act 2015 and will ensure transparency within the organisation and with its services.

ALT VALLEY COMMUNITY TRUST (AVCT) provides education, training and community engagement activities within both the local and wider community. This means external relationships with third party businesses are paramount. AVCT's due diligence processes will take into account our zero tolerance to slavery and as such will not support or deal with any business knowingly involved in slavery or human trafficking.

The Chief Executive and Senior Management Team shall take responsibility for implementing this policy statement. As part of its objectives we shall provide adequate resources to implement this policy statement, to ensure that slavery and human trafficking is not taking place within AVCT or related to its activities.

ALT VALLEY COMMUNITY TRUST operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, to safeguard against human trafficking or individuals being forced to work against their will.
2. Equal Opportunities & Employment Rights. We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, working conditions and access to training and development opportunities.
3. Safeguarding policies. We adhere to the principles inherent within both our safeguarding children and adults policies. These are compliant with the government requirements and provide clear guidance so that our employees are clear on how to raise safeguarding concerns about how colleagues or people receiving our services are being treated, or about practices within our business.
4. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues or people receiving our

services are being treated, or about practices within our business or supply chain, without fear of reprisals.

5. Ethical sourcing. As an organisation we comply with the guidelines on ethical sourcing.

#### Training & Raising Awareness

AVCT has an internal training programme that includes awareness raising on Modern Day Slavery and we are committed to continually exploring further training opportunities in relation to this.

This statement has the support and commitment from the AVCT Board who will review it on an annual basis.



PHIL KNIBB  
CHIEF EXECUTIVE