

MODERN SLAVERY STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

For a person to have been a victim of slavery, servitude and forced or compulsory labour there must have been:

- means (being held, either physically or through threat of penalty – for example, threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability. However, there does not need to be a means used for children as they are not able to give informed consent)
- service (an individual provides a service for benefit - for example, begging, sexual services, manual labour, domestic service)

The ESOLCENTRE has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems to ensure modern slavery is not taking place anywhere in our own business.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our partnerships, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes.

You are invited to comment on this statement and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Managing Director.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for and with us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy statement. You must notify your manager OR the company [Director](#) as soon as possible if you believe or suspect that a conflict with this statement has occurred or may occur in the future.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals, service users, service providers and organisations if they breach this policy statement.

More information and guidance: <https://www.gov.uk/government/collections/modern-slavery>

This statement is reviewed annually.