



## **Modern Day Slavery Policy**

### **Introduction**

DARE Playscheme is committed to preventing modern slavery and human trafficking in all forms within our operations and supply chains. We recognize that modern slavery is a crime that can take various forms, including slavery, servitude, forced labour, and human trafficking. We are particularly vigilant given the vulnerable nature of the people we work with.

### **Purpose**

This policy outlines our approach to identifying, preventing, and addressing modern slavery and human trafficking. It applies to all employees, volunteers, contractors, suppliers, and other stakeholders involved in our operations.

### **Scope**

This policy applies to all aspects of DARE Playscheme operations, including:

- Direct services provided to vulnerable individuals or communities.
- Our supply chains, including suppliers, contractors, and business partners.
- The recruitment and treatment of employees, volunteers, and contractors.

### **Definitions**

- Modern Slavery: Encompasses slavery, servitude, forced and compulsory labour, and human trafficking.
- Human Trafficking: The recruitment, transportation, transfer, harbouring, or receipt of people through force, fraud, or coercion for the purpose of exploitation.
- Forced Labor: Work that people are forced to do against their will under threat of punishment or harm.

### **Organizational Commitment**

DARE Playscheme commits to:

1. Zero Tolerance: We have a zero-tolerance approach to modern slavery in our operations and supply chains.
2. Compliance with Law: Adhering to all applicable modern slavery laws and regulations, including the Modern Slavery Act 2015 (UK) or other relevant legislation.
3. Risk Assessment: Conducting regular assessments of our operations and supply chains to identify and mitigate the risks of modern slavery.
4. Training and Awareness: Providing training to employees, volunteers, and contractors on modern slavery risks and how to recognize and report any concerns.
5. Reporting and Whistleblowing: Ensuring that employees, volunteers, and partners can raise concerns about modern slavery without fear of retaliation, through confidential reporting mechanisms.
6. Supplier and Partner Due Diligence: Engaging only with suppliers and partners who demonstrate a commitment to preventing modern slavery and human trafficking and ensuring that their operations and supply chains are free from such practices.
7. Vulnerable Populations: Paying special attention to individuals who are particularly vulnerable to exploitation, including refugees, migrants, and other at-risk groups.



## **Responsibilities**

- Board of Directors: Responsible for overseeing and ensuring the effectiveness of this policy.
- Management Team: Responsible for implementing the policy, monitoring compliance, and ensuring that appropriate measures are in place to mitigate modern slavery risks.
- Employees and Volunteers: Must be vigilant, report concerns, and comply with all aspects of this policy.

## **Reporting and Escalation**

Any employee, volunteer, or contractor who suspects modern slavery in any form is occurring within our operations or supply chains must report it immediately to their line manager or through our confidential whistleblowing system. All reports will be thoroughly investigated, and appropriate action will be taken.

## **Review and Monitoring**

This policy will be reviewed annually and updated as necessary to ensure its effectiveness. Regular audits of our supply chains and operations will be conducted to assess compliance with this policy.

## **Consequences of Non-Compliance**

Failure to comply with this policy may result in disciplinary action, up to and including termination of contracts, employment, or partnership agreements. Additionally, any instances of modern slavery identified will be reported to the relevant authorities.

## **Approval**

This policy has been approved by Management Team on 06/05/2024.