

MODERN SLAVERY STATEMENT

Introduction

Shoreditch Trust supports the global fight against labour abuse in supply chains and seek supply chain transparency across all contracts. We are committed to acting ethically and with integrity in all our relationships and to implementing and enforcing effective systems and controls to mitigate against the risk of slavery and human trafficking taking place anywhere in our supply chains across our business and programme delivery.

Shoreditch Trust

Shoreditch Trust is an established anchor organisation in Hackney, with deep local knowledge and strong partnership networks. The charity delivers a range of community-based health, wellbeing and training programmes, and social enterprise businesses. We focus on working with people experiencing entrenched health, economic and social inequality, aiming to support improvements in physical and mental health, feelings of isolation and social cohesion, and for meaningful work and volunteering opportunities.

All our work with clients, volunteers, partners and funders is driven by our core values:

- **Equality:** We believe that everyone has the right to lead healthy and fulfilling lives. We support people to recognise opportunities and overcome obstacles to realise their potential.
- **Connection:** Bringing people together is at the heart of what we do, forging strong and trusting relationships to enrich our work and the lives of our clients.
- **Compassion:** We believe everyone should be treated with kindness and respect and recognise that honest and challenging conversations can be as important as encouragement.
- **Independence:** We promote independence, enabling people to make informed decisions and take ownership of their own development.
- **Flexibility:** We strive to respond flexibly and intelligently to people's needs, understanding that there is no 'one-size-fits-all' when it comes to real lives.

Our supply chains

Shoreditch Trust has several suppliers, providing a wide range of goods and services to assist in the running of our restaurant, property portfolio, wellbeing programmes and office support functions including, amongst others, IT, utilities, products, operations, consulting/professional and people services.

We have a dedicated procurement lead – Director of Assets and Operations and a procurement policy and processes in place to procure our suppliers of goods and services. Senior Leaders are authorised on behalf of the charity to sign all SLA's and contracts and will request to see procurement evidence including supplier compliance and adherence to the Trust's supplier code of conduct. The Trust's Senior Leadership team and procurement lead are trained in Modern Slavery Act 2015 compliance.

We review our suppliers annually or in line with contractual dates and determine which ones we believe to be at high risk of slavery or human trafficking appearing in their supply chains. We assess the risk by looking at the various factors including the suppliers' geographical location(s) and the goods or services being provided. Whilst many of our goods and services are deemed low risk, some are categorised as higher risk e.g., cleaning, building maintenance, uniforms, mobile phones.

Where we can, we seek to engage with and procure social enterprises, community-led and not for profit organisations and companies.

Our policy

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to mitigate against the risk of slavery and human trafficking taking place anywhere in our supply chains.

In addition to managing our own supply chains, we actively encourage our suppliers to proactively manage material labour, supply fair wages and equal pay and manage social and environmental risks in their supply chains, including taking steps to stamp out slavery and human trafficking.

Due diligence processes

To ensure that all our suppliers are aware of our policy and are working to achieve best practice, we have a supplier code of conduct in place, and we require all our suppliers to agree to it at the earliest stage of their engagement with us.

If suppliers cannot adhere to the code of conduct, we ask them to explain which sections they cannot adhere to and why. They must then demonstrate that they are working towards adhering to our code of conduct by a given time.

We conduct audits on an ad hoc basis where we identify a supplier as high risk or as a key supplier.

Non-compliance

If we find a supplier is non-compliant with our organisational policies or code of conduct or provides inadequate information, we will work with the

relevant supplier to improve their performance. In cases of material or persistent non-compliance, we may consider terminating the business relationship as soon as we are able.

Staff who do not follow the policy may face disciplinary action.

Training

All Shoreditch Trust staff are aware of the Modern Slavery Act 2015, understand our policy in relation to slavery and human trafficking and take practical steps to ensure that the policy is adhered to.

The Director of Operations and Assets reviews and refreshes organisational training on the Modern Slavery Act each year. All Shoreditch Trust staff are invited to take part in annual training.

Approved by Shoreditch Trust Board
Signed Chair

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May 2023
Review date: May 2025