

# Modern Slavery Policy

## Save A Pet Charity

Charity No. 1043095

### 1. Purpose

Save A Pet Charity is committed to preventing modern slavery and human trafficking in all aspects of our work. We recognise our responsibility to act ethically and with integrity, ensuring that modern slavery is not taking place within our organisation or supply chains.

### 2. Scope

This policy applies to: - Trustees - Staff (paid and voluntary) - Contractors and suppliers - Partners and anyone working on behalf of the charity

### 3. Definition of Modern Slavery

Modern slavery includes: - Slavery, servitude, and forced or compulsory labour - Human trafficking - Exploitation, including child labour and forced labour

### 4. Policy Statement

Save A Pet Charity has a zero-tolerance approach to modern slavery. We will: - Act ethically and transparently in all activities - Take reasonable steps to ensure modern slavery is not present in our work or supply chains - Encourage reporting of concerns without fear of retaliation

### 5. Responsibilities

#### Trustees

- Ensure appropriate policies and controls are in place
- Monitor risks and compliance

#### Staff and Volunteers

- Be aware of modern slavery risks
- Report any concerns or suspicions
- Follow this policy and related procedures

#### Suppliers and Partners

- Are expected to operate in line with this policy
- Must not engage in modern slavery practices

## 6. Risk Management

The charity will: - Assess areas of potential risk within operations and supply chains - Use reputable suppliers where possible - Include ethical considerations in procurement decisions

## 7. Due Diligence

Where appropriate, Save A Pet Charity will: - Seek assurances from suppliers regarding their practices - Review supplier policies and procedures - Avoid working with organisations where there is evidence of modern slavery

## 8. Reporting Concerns

Any concerns about modern slavery should be reported to a trustee or designated lead immediately.

Reports will be: - Taken seriously - Investigated appropriately - Handled confidentially where possible

## 9. Whistleblowing and Protection

Individuals raising concerns in good faith will be protected from unfair treatment or retaliation.

## 10. Training and Awareness

- Relevant individuals will be made aware of modern slavery risks
- Guidance will be provided where appropriate

## 11. Compliance

Failure to comply with this policy may result in disciplinary action or termination of relationships with suppliers or partners.

## 12. Review

This policy will be reviewed annually or as required to ensure effectiveness and compliance with legislation.