

Anti-Slavery and Human Trafficking Policy

Introduction

ETNA is committed to preventing acts of modern slavery and human trafficking in all aspects of its operations and supply chains. We acknowledge our responsibility to ensure transparency in our practices and to maintain compliance with the UK Modern Slavery Act 2015. We are dedicated to upholding human rights and the highest ethical standards.

Purpose

The purpose of this policy is to set out our approach to ensuring that modern slavery or human trafficking does not occur within our charity or its supply chains. We are committed to promoting fairness, equality, and dignity for all people, and we take a zero-tolerance approach to any form of slavery, forced labour, or exploitation.

This policy applies to all staff, volunteers, contractors, suppliers, and partners associated with ETNA Community Centre, regardless of their location or role.

Our Commitments

1. **Compliance with Legislation**

ETNA will comply with the Modern Slavery Act 2015 and all relevant UK and international laws relating to anti-slavery and human trafficking.

2. **Supplier Due Diligence**

We expect all of our suppliers, contractors, and partners to adhere to this policy and to operate with integrity and transparency. As part of our procurement process, we will seek assurance from suppliers regarding their compliance with anti-slavery legislation and ethical practices.

ETNA reserves the right to end any relationship with suppliers or contractors who fail to meet these standards.

3. **Training and Awareness**

We will provide appropriate training to our staff, trustees and volunteers to raise awareness of modern slavery and human trafficking. This will help them understand how to recognise potential risks of modern slavery and how to report concerns.

4. **Reporting Concerns**

ETNA encourages anyone to raise concerns about modern slavery or human trafficking without fear of retaliation, these should be reported to the Centre Director or our safeguarding leads, Susan Chappell or Philip Langton, who will investigate and take appropriate action.

Concerns can also be reported externally to the **Modern Slavery Helpline (0800 0121 700)** or to the relevant local authority if preferred.

5. **Monitoring and Review**

This policy will be reviewed annually, and we will monitor its implementation to ensure its effectiveness. The policy is available to staff, volunteers and will be published on ETNA's website to support transparency.

Consequences of Non-Compliance

Non-compliance with this policy may result in disciplinary action for staff and the termination of contracts or partnerships with suppliers or contractors who fail to meet the requirements of this policy.

Date of policy: **September 2026**

Review date: **September 2027**