



Heal Rewilding CIO

Modern Slavery Policy

1. Purpose

Heal Rewilding is committed to acting ethically and with integrity in all our operations. We recognise the importance of preventing modern slavery and human trafficking in our activities. This policy outlines our commitment to ensuring that modern slavery is not present in any form within our organisation or our business relationships.

2. Scope

This policy applies to all staff, trustees, volunteers, contractors and suppliers of Heal Rewilding, regardless of location. We expect our suppliers, contractors, business partners and supporters, and other organisations we engage with, to share this commitment.

3. Definition of Modern Slavery

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. These severe human rights violations exploit vulnerable individuals for personal or commercial gain, often through coercion, violence, deception, or abuse of power.

4. Commitment

Heal Rewilding is dedicated to:

- Ensuring transparency in our business practices to combat modern slavery and human trafficking
- Conducting risk assessments and implementing appropriate due diligence processes
- Raising awareness among our staff and stakeholders to help them identify signs of modern slavery and respond appropriately

5. Responsibilities

- **Board of Trustees:** The Board has overall responsibility for ensuring that Heal Rewilding adheres to all legal and ethical obligations regarding modern slavery
- **Senior Management:** Responsible for embedding this policy in all relevant operational areas and ensuring compliance with anti-slavery legislation
- **Employees, Contractors and Volunteers:** All team members have a duty to report any concerns they may have regarding modern slavery and to act in accordance with this policy

6. Risk Assessment and Due Diligence

We assess risks of modern slavery by:

- Conducting regular audits and due diligence of suppliers, especially those operating in higher-risk sectors or locations

- Incorporating anti-slavery clauses in contracts and agreements where feasible, to ensure all parties uphold ethical standards.

7. Training and Awareness

We provide training to staff and volunteers to help them recognise signs of modern slavery and understand reporting mechanisms. Our team is encouraged to stay informed on best practices for preventing modern slavery within the charity sector.

8. Reporting Concerns

Concerns or suspicions regarding modern slavery within our organisation or supply chain should be reported promptly to Jan Stannard, Acting CEO. All reports will be treated seriously, investigated thoroughly and kept confidential where possible.

9. Review and Monitoring

Heal Rewilding commits to reviewing this policy annually and updating it as necessary to reflect any legal or operational changes. We will assess our activities on an ongoing basis to ensure compliance and identify areas for improvement.

10. Breach of Policy

Any violation of this policy by staff, contractors or suppliers will result in appropriate actions, which may include termination of contracts and legal proceedings where applicable.

By adopting and maintaining this policy, Heal Rewilding strives to uphold the highest standards in protecting human rights and eradicating modern slavery from our operations.

Signed:

Date:



25/10/2024

Chair of Trustees, Heal Rewilding CIO

Next review date: 24/10/2025