

Status: Current	Date approved by SLT: January 2023
Owner(s): People & Culture and Governance	Review frequency: Annually Next review date: January 2024

1. Background	<p>The Modern Slavery Act 2015 introduced new obligations in relation to slavery and human trafficking. NCB is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.</p> <p>Our Anti-Bullying and Harassment Policy promotes diversity, establishing mutual respect as a core value in the office and deal with discrimination, harassment and bullying.</p> <p>However, we are committed to improving our practices and processes to combat slavery and human trafficking, where we can.</p> <p>We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.</p>
2. Recruitment and work culture at NCB	<p>As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff and volunteers. We want all our staff and volunteers to feel confident that they can expose wrongdoing without any risk to themselves. We maintain a Grievance Policy and a Whistleblowing Policy that ensures should issues arise they can be reported, and any concerns raised can be dealt with appropriately.</p> <ul style="list-style-type: none"> • Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We are also an accredited Living Wage employer.
3. Our supply chain	<p>Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited and we procure goods and services from a restricted range of UK and suppliers. However, we are committed to improving our practices and processes to combat slavery and human trafficking, where we can.</p>

	<p>As part of our initiative to identify and mitigate risk, we are reviewing our Procurement Policy and processes, which will ensure we have in place systems to:</p> <ul style="list-style-type: none"> • identify and assess potential risk areas in our supply chains; • mitigate the risk of slavery and human trafficking occurring in our supply chains; and • monitor potential risk areas in our supply chains
<p>4. Our policies in relation to the Modern Slavery Act 2015</p>	<p>NCB maintains the following policies which are accessible via the NCB intranet:</p> <ul style="list-style-type: none"> • Anti-Fraud Policy • Anti-Bribery Policy • Anti-Bullying and Harassment Policy • Employee Standards Policy • Equality, Diversity & Inclusion Policy • Grievance Policy • Health & Wellbeing Policy • Recruitment & Selection Policy • Whistleblowing Policy <p>We have a zero-tolerance policy towards modern slavery and human trafficking, a crime and violation of fundamental human rights.</p> <p>This statement is made in line with section 54(1) of the Modern Slavery Act 2015.</p>