

E6 : MODERN SLAVERY POLICY

1. Modern slavery is prevalent across the UK and is a growing safeguarding concern due to its serious and often brutal criminality, in which people are treated as commodities and exploited for criminal gain. The true extent of modern slavery in the UK is unknown, but human trafficking particularly is an international problem and victims may have entered the UK legally, on forged documentation, although they can also be British citizens living in the UK
2. The term 'Modern Slavery', includes a range of activities including human trafficking, slavery, servitude and forced and compulsory labour, and exploitation takes a number of forms, including sexual exploitation, forced manual labour and domestic servitude, with victims coming from all walks of life. Victims may be unwilling to come forward to law enforcement or public protection agencies, indeed, not seeing themselves as victims, or fearing further reprisals from their abusers. Victims may also not always be recognised as such, by others who come into contact with them.

Actions and activities included within this statement

The Company is committed to preventing and addressing any acts of Modern Slavery as constituted in the Modern Slavery Act 2015, by the offences of 'slavery, servitude and forced or compulsory labour' and 'human trafficking'. This includes; Forced labour – any work or services which people are forced to do against their will under the threat of some form of punishment. Debt bondage or bonded labour – where people borrow money that they cannot repay and are required to work to pay off the debt, thus losing control over the conditions of both their employment and the debt. Human trafficking– the transportation, recruitment or harbouring of people for the purpose of exploitation, using violence, threats or coercion.

Child slavery – when a child's labour is exploited for someone else's gain, including child trafficking, child soldiers, child marriage and domestic slavery. Forced and early marriage – when someone is married against their will and cannot leave the marriage

Procurement: When procuring services over the EU threshold. This requires suppliers to declare any involvement in modern slavery and such companies will not be accepted as a supplier.

Recruitment Policy: The Company's recruitment processes are reviewed regularly and training is provided to all staff responsible for recruitment. Robust procedures are in place for the vetting of new employees

Staff Code of Conduct: The Company's Code of Conduct sets out the actions and behaviours expected of employees when representing Microspec.

Whistleblowing Policy: The Company encourages all employees, customers and other business partners to report any concerns related to the direct activities, or, the supply chains of the Company.

Safeguarding: The Company takes its responsibility for safeguarding very seriously throughout the organisation. It has a dedicated Safeguarding Team and implements and monitors safeguarding policies and procedures, in order to safeguard the welfare of children and vulnerable adults, and to protect them from harm.