

Modern Slavery Statement

1.0 Introduction

1.1 Our approach to modern slavery is informed by our experience of anti-modern slavery work in the UK, US, Norway and elsewhere. We believe that businesses should take responsibility for ethical sourcing of products and employment of staff, ensuring a zero-tolerance policy for suppliers who do not adhere to these goals for their own staff and supply chains. Hope for Justice does not have extensive supply chains as its outputs are in services to people rather than goods, but we are committed to taking reasonable steps in our own supply chains to minimise the risk of exploitation even though we recognise this is a challenge.

1.2 This statement is made on behalf of Hope for Justice and its relevant subsidiaries.

2.0 About Hope for Justice

2.1 Hope for Justice is a global charity working to bring an end to modern slavery. The Hope for Justice family employs 300 staff across nine countries in four continents.

2.2 There are four strands to the Hope for Justice strategy to bring an end to modern slavery and these are: preventing exploitation, rescuing victims, restoring lives and reforming society.

2.3 Hope for Justice has worked on numerous cases over the years and an example which exemplifies its working model is the Kozee Sleep case. Hope for Justice investigators were tipped off by an individual who had been to a Hope for Justice Awareness Workshop on the issue of modern slavery and exploitation about a suspected case of workplace exploitation at a business in Yorkshire called Kozee Sleep. Kozee Sleep was a manufacturer of bed mattresses and supplied its products to a number of leading high street stores in the UK. Hope for Justice, alongside law enforcement agencies, was able to identify and rescue a number of European nationals who had been misled into relocating from their home countries on the promise of steady work and good wages to work at Kozee Sleep's factory for virtually no pay. They were provided with accommodation which was dirty and very overcrowded. After a police investigation, 42 workers were freed, two Hungarian nationals were found guilty of providing Kozee Sleep with slave labour and the owner of the factory was jailed for conspiracy to arrange or facilitate travel within the UK for exploitation. Had the case occurred after the UK Modern Slavery Act 2015 came into force, he would have been convicted of modern slavery offences. This model still works as 6 individuals were rescued from a situation of exploitation in a factory in northern England in September 2018.

2.4 Over the years, Hope for Justice has developed its operating model and resources to include investigations, training, advocacy on behalf of victims, aftercare and campaigning on legal and procedural reform on issues involving modern slavery.

2.5 This experience has led to the formation of the Slave-Free Alliance. Incorporated as a subsidiary of Hope for Justice, the Slave-Free Alliance is a membership scheme for businesses of all sizes who want to protect and enhance their reputations and improve the quality of the products and services they offer by ensuring the workers providing and producing them are not exploited, while also meeting their Modern Slavery Act requirements, improving their public image and acting in an ethical and responsible way towards their workforce. The Slave-Free Alliance provides a further way in which victims of modern slavery can be identified and rescued.

2.6 More information on what we do is available in our annual report, which can be found on our website – www.hopeforjustice.org.

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3.0 Staff training and capacity building

- Our induction process for every staff member, contractor and volunteer, includes training on the issue of modern slavery, covering raising awareness and spotting-the-signs.
- All of our staff are trained on Section 54 of the Modern Slavery Act, it's remit, parameters and consequences. As a result, there is heightened awareness of the issue within the organisation.
- In addition, we have investigative staff trained specifically in how to identify victims of modern slavery within supply chains.
- Staff making regular purchases are trained on the procurement policy and in ensuring suppliers have a compliant modern slavery Statement.

4.0 Risk and Policies

- Our risk registers make clear reference to the risk of modern slavery within our own supply chains. This risk is assessed on a regular basis.
- The Risk & Compliance Committee of the Board of Trustees meets on a quarterly basis and is responsible for recommending actions

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to minimise and mitigate risk, including that of slavery within our supply chains.

- Hope for Justice has in place a number of internal policies to ensure the risk of modern slavery in its activities is reduced as far as possible. These include a Modern Slavery policy, an Incident Reporting policy and a Reporting Wrongdoing (Whistleblowing) policy. Together, these policies mitigate the risk of slavery within the organisation and its supply chain.

5.0 HR and Recruitment

- There are thorough and robust referencing and background checks for all staff, contractors and volunteers.
- We foster an open and transparent culture where all staff are clearly communicated with, and where staff can communicate their own concerns.

6.0 Supply Chain Management

- Our Procurement policy mandates that all suppliers adhere to the highest standards in regard to engagement with their local communities, ethical employment and green and sustainable practices. In addition, all

suppliers are required to demonstrate their attitude to the elimination of modern slavery by having a Modern Slavery Statement of their own.

- We are experienced in rescuing victims of modern slavery and we have a defined and proven action plan to implement should modern slavery be found in our supply chain.

7.0 In Progress

- We recognise that the elimination of slavery from the supply is a continuous improvement exercise which requires constant activity and vigilance.
- We are still mapping our own small supply chain to ensure we have full knowledge of who is supplying goods and services to us.
- The Slave-Free Alliance was launched as a separate entity in April 2018. Developing it into a significant influence over the elimination of modern slavery is a work-in-progress to which we are very committed.

8.0 Review

- Hope for Justice is committed to regularly reviewing and updating this statement. The next review will be in October 2019.



This Modern Slavery Statement was approved by the Board on 19th October 2018 and signed by:

A handwritten signature in black ink, appearing to be "Ben Cooley", written over a horizontal line.

Ben Cooley, CEO