MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT:

The organisation is committed to preventing modern slavery in its corporate activities and supply chains.

Modern slavery encompasses slavery, human trafficking, forced labour and domestic servitude. This statement sets out the actions and activities that have taken place during the financial year 1 April 2016 to 31 March 2017 to ensure that there is no slavery or human trafficking in our organisation and supply chains.

Our Organisation

We provide research-based, outcomes-focussed services for people with learning disabilities and autism in England and Wales. Alongside supported living and residential care, we also offer vital specialist services including sector leading Positive Behaviour Support.

Policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

Whistleblowing policy - Perthyn encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, people we support and their families or others who have concerns can use our complaints and concerns procedure.

Employee code of conduct – Perthyn's code makes clear to employees the actions and behaviour expected of them when representing the company. The company strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Recruitment and selection policy - We operate a robust recruitment policy, including conducting UK eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Due Diligence:

HR Staff and relevant managers undergo specific Perthyn's investigation training are responsible for carrying out any investigations and due diligence in relation to known or suspected instances of modern slavery or human trafficking.

Our supply chain:

The organisation takes the following steps to ensure our supply chain have taken steps to prevent modern slavery and human trafficking within their business:

We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from that agency.

Board approval:

This statement has been approved by Perthyn's Board of Trustees, who will review and update it annually.