



# Modern Slavery Policy

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## Aims

We are committed to playing our part in abolishing modern slavery. Whilst The Root Of It are a micro business, we still recognise the part we play in eliminating modern slavery and adherence to local and national laws relating to slavery.

Modern slavery includes:

- human trafficking,
- slavery, servitude and forced or compulsory labour.

Our recruitment and purchasing procedures encourage people to consider whether they are enabling modern slavery in some form.

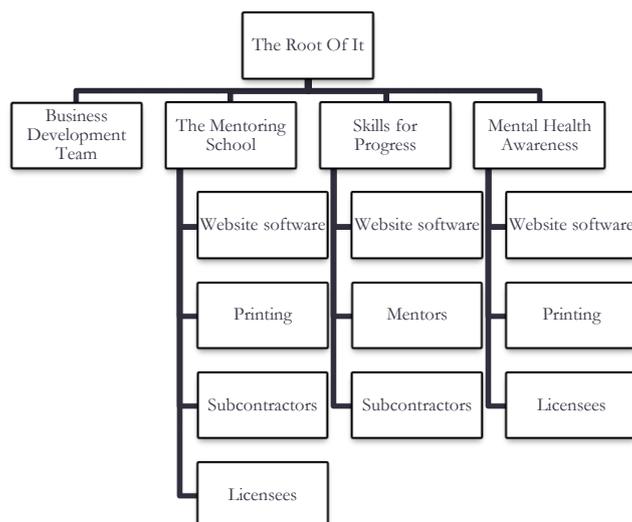
This policy should be read with the Supply Chain Services Policy, the Recruitment Policy and the Whistleblowing Policy.

## Statement of intent

The Root Of It state that:

- Team members are entitled to leave our employment;
- Team members are entitled to live where they like and are free to move;
- Team members are entitled to be associated with us or decide not to be;
- Team members will not have their documents or ID confiscated;
- We do not use worker-paid recruitment fees, any recruitment fees are paid by the company;
- Team members are prohibited towards threatening violence, harassment or intimidation towards others;
- Overtime is optional;
- Child labour is prohibited;
- Discrimination is prohibited;
- We will support any team member or client who is a victim of modern slavery to access remedy, compensation and justice.

## Organisation Structure and Supply Chains



The vast majority of our staff are employed directly and are not of an employment status generally considered to be vulnerable to Modern Slavery in this country. Staff recruiting volunteers should do so for a clear rationale agreed with a timeframe in mind to avoid the potential for this commitment becoming a feeling of servitude.

### Due diligence of suppliers

When planning for any new supply chain, or reviewing existing arrangements, consideration is given to Modern Slavery from the outset. A risk assessment of possible risk areas for Modern Slavery is undertaken when planning the requirement and built into the procurement process.

We require suppliers and contractors to self-certify that they recognise the definitions of modern slavery and are committed to abolishing slavery as a part of the Supply Chain Services Policy. Contracts valued at above £10,000 will include due diligence checks related to modern slavery and a service level agreement to report occurrences of modern slavery within a timeframe.

This policy does not apply for one-off purchases, however once a supplier or subcontractor is used more than three times (so prior to the fourth occasion) then this would apply.

### Training

Training about modern slavery is available for all staff and is compulsory for staff involved in the procurement of the supply chain. This training covers topics, such as the impact of modern slavery, the indicators of forced labour, representation and seeking support.

### Working with other businesses

We encourage others to join the fight against Modern Slavery and our training is available to both our supply chain and also clients, customers and other organisations we work with.

### Reporting

The Root Of It are an exempt company under Section 54 of the Modern Slavery Act 2015, however would report through our Governing Body our Key Performance Indicators:

- % of staff accessing Modern Slavery training;
- % of contractors with Modern Slavery training or accessing ours;
- any occurrences of Modern Slavery identified in the company;
- any occurrences of Modern Slavery in the supply chain and with clients.

Individuals concerned about the possibility of modern slavery, can report their concerns directly to the CEO by email on [richard.curtis@rootofit.com](mailto:richard.curtis@rootofit.com) or by phone on 02381 120010. Please see the Whistleblowing Policy for details on how this will be dealt with confidentially.

## Review

This policy will be reviewed biannually.

Richard Curtis

CEO

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