

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT



Context

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This statement is made with reference to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Mouth That Roars Anti-slavery and Human Trafficking Statement for the financial year ending May 2023.

As an organisation with around under £1m and no trading arm, we are not legally required to provide an annual statement but recognise the value of this for any organisation looking to formally contract our services.

Belief and Values

Mouth That Roars has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with transparency in all our business practices and relationships and to ensure wherever possible that modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Compliance

We will act with due diligence to implement and enforce effective systems within our business to ensure modern slavery and human trafficking does not take place anywhere within our business or supply chains.

We expect the same high ethical standards to be upheld by all those with whom we do business, and that they aim to respect the pledge to eradicate modern slavery.

This action applies to all persons working for us, on our behalf in any capacity, including employees, freelancers, directors, business partners and suppliers.

Employee Awareness & Training

MTR is a not-for-profit organisation, and we take full responsibility for ensuring people who work for us and with us are made aware of our demand for ethical practices in relation to the Modern Slavery Act 2015.

We aim to raise awareness with our team and young people through our youth work curriculum and de-colonising history/education programme, so they understand slavery/modern slavery and how to safeguard and report any concerns that they have and/or any unethical business practices.

Effectiveness

MTR does thorough research of all providers and partners that we have contact with and will not take on funding contracts or partnerships that we deem to be conducting modern slavery practices, including trafficking and the exploitation of children and young people in any circumstances.

We have a number of policies to ensure that we are operating in an ethical and transparent manner. These include:

- **Safer Recruitment Policy:** we operate a robust recruitment policy, including conducting DBS checks and eligibility to work in the UK checks when recruiting new staff, in order to help safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing Policy:** we aim to ensure that all employees know that they can raise concerns about how colleagues are being treated, or practices within our partners or suppliers, without fear of reprisals.

- **Safeguarding Children, Young People and Vulnerable Adults Policy:** our focus is to provide direct services to vulnerable children, young people and vulnerable. All our staff are trained in safeguarding practices in line with City & Hackney Safeguarding Children Partnership.

To date, we have seen no evidence of modern slavery in our organisation or supply chains. We do not subcontract, and our suppliers are either large national organisations, such as energy suppliers or supermarkets, or small local businesses. However, we recognise that modern slavery is very much a hidden crime, and we are committed to continuing to focus on understanding our risk exposure and putting in place any required measures to mitigate risk.

Both our Project Director and MTR Projects Manager are responsible for making sure all policies and procedures are reviewed annually.

A key focus in 2023-2024 will be to continue to raise staff and young people awareness of modern slavery through our youth work curriculum in order that they can recognise and report any incidence of concern.