



Sailship Training and Learning for Life

Modern Slavery

CEO CHAIR OF THE BOARD OF TRUSTEES	Elizabeth Barritt Trevor Cottee
Effective from Last Review Date	January 2024 January 2025
Next review date	16/01/2026



Slavery, child labour and human trafficking are serious crimes and a violation of fundamental human rights. There are various forms of this 'Modern Slavery' which deprives victims of their liberty and usually involves financial exploitation.

The Charity conducts our business fairly, ethically and with respect to fundamental human rights. We are fully committed to the prevention of all forms of slavery, forced labour or servitude, child labour and human-trafficking, both in our business and in our supply chains.

You are required to read and comply with this policy if you work for, or on behalf of the Charity in any capacity including as: an employee, director, officer, worker, consultant, volunteer, supplier or service provider. Sailship's CEO is responsible for this policy.

Failure to comply with this policy may result in disciplinary action, including dismissal or termination of the contract between you and the Charity. It could also involve other legal steps being taken against you.

Preventing Slavery and Human-Trafficking in our Business

The Charity makes appropriate checks on all employees, recruitment agencies and suppliers, to know who is working for, or on behalf of us.

The Charity provides every employee with a written contract of employment. We pay every employee in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

All employees are required to acknowledge receipt of this policy to show they have read and understood it. It is accessible to all employees and workers via the site office and in the staff area of DropBox.

If you are one of our suppliers

If you supply the Charity with goods or services, you must assess your business and supply chains and confirm to the CEO that you comply with your legal obligations, in relation to Modern Slavery, and are committed to ensuring there is no slavery, forced labour or servitude, child labour or human trafficking taking place in your business, or any of your supply chains.

If you breach this policy or are found to have slavery or human-trafficking in your business, or knowingly in your supply chain, the Charity may terminate the contract with you and pursue its legal remedies against you.



If you are an employee or worker providing services for us

You must immediately report any suspicions of Modern Slavery or human-trafficking in our business or supply chains to the CEO. They will investigate, within a reasonable time, any action which may be required to be taken.

You will not suffer from any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately inform the CEO and if you are an employee, refer to our *Grievance* and *Whistleblowing Policies*.

Elizabeth Barritt MA/QCG/BA(Hons)

Sailship Trustee/CEO

Trevor Cottee MBA/MSc/Lt.Col.(retd)

Sailship Chair of Board of Trustees