



Anti-Slavery and Human Trafficking Policy

1. Introduction and Purpose

As a Teal organisation, we believe it is only necessary to have policies and procedures to guide our people where it is either helpful to do so or a legal/commercial requirement. In our non-hierarchical structure we engage with colleagues to solve problems and issues without formal procedures wherever possible. The policies and procedures we do have in place are there to protect our people and our organisation, as well as providing information and guidance on particular subjects. As a Teal organisation, we all hold responsibility for the effective operation of these policies. Suggestions for changes, and any questions you may have about the day-to-day application of the policy should be referred to business.support@hatmill.co.uk in the first instance. The policy will be reviewed by the Business Support Team and the operations board at appropriate intervals.

Hatmill is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our people. We want all our people to feel confident that they can expose wrongdoing without any risk to themselves. Please also refer to our Whistleblowing Policy if you have any matters that you believe should be raised.

Our recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

2. Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers and partners. Where we are involved in a transaction with a third party, we have a duty to ensure we understand and are aware of any risk.

3. Our policies in relation to the Modern Slavery Act 2015

We have policies available to all our employees which may be of some use if you believe you have a concern with regard to Modern Slavery. Please contact the Business Support Team if you have a concern in the first instance.

4. Embedding the principles

We will continue to embed the principles through:



- ensuring staff involved in procurement activity for Hatmill and/or our clients are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- ensuring that consideration of the modern slavery risks and prevention are added to Hatmill's policy review process as an employer and procurer of goods and services
- making sure Hatmill's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero-tolerance policy towards modern slavery
- ensuring that staff involved in buying or procurement and the recruitment and deployment of employees receive training on modern slavery and ethical employment practices