

WorkInConfidence (“WIC”) Modern Slavery & Workforce Commitment

Last Updated 1st June 2024

Modern Slavery Act: The Modern Slavery Act 2015.

1. Modern Slavery, Child Labour and Inhumane Treatment

1.1 WIC shall:

1.1.1 ensure that its staff shall have the freedom to terminate their employment at any time without penalty, given reasonable notice.

1.1.2 not allow forced, bonded or involuntary labour.

1.1.3 ensure that staff shall not be charged any fees or costs for recruitment.

1.1.4 not confiscate or withhold staff identity documents or other valuable items, including work permits and travel documentation as a means to force staff employment.

1.2 WIC confirms that it has not been convicted of, nor is it under investigation in relation to, any slavery or human trafficking offences anywhere.

1.3 WIC shall:

1.2.1 make reasonable enquires to ensure that its officers and employees have not been convicted of slavery or human trafficking offenses anywhere in the World.

1.2.2 maintain at all times policies and procedures to ensure compliance with all appropriate Modern Slavery Act, anti-slavery and human trafficking provisions;

1.2.3 use all reasonable endeavours to ensure there is no slavery or human trafficking in its supply chain;

1.2.4 not use physical or verbal abuse, sexual or other harassment or other forms of intimidation of its employees, sub-contractors or their family members, or close associates.

1.2.5 not use or allow child or slave labour to be used by its sub-contractors;

1.2.6 report the discovery or suspicion of any slavery or trafficking by it or its sub-contractors to the appropriate authorities.

1.2.7 use all reasonable endeavours to ensure its supply chain is free from modern slavery or human trafficking.

2. Staff Remuneration

WIC shall ensure that all wages and benefits meet, at a minimum, national legal standards in the country of employment and are paid at appropriate intervals free of pernicious deductions.

3. Staff Disciplinary Proceedings

WIC shall record all disciplinary measures taken against its staff and ensure that staff are engaged under a recognised employment relationship established through national law and practice.

4. Staff Hours of Work

4.1 WIC shall ensure that:

4.4.1 the working hours of staff comply with national laws, and any collective agreements;

4.4.2 the working hours of staff, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week unless the individual has voluntarily agreed in writing;

4.4.3 all overtime by staff shall be purely voluntary, unless part of a legally recognised collective bargaining agreement.

4.4.4 staff shall not be required to work overtime under the threat of penalty, dismissal, or any other coercion.

5. Staff Freedom of Movement:

WIC shall ensure that staff are not subjected to coercive or any other means or behaviour to freedom of movement or personal freedom.

6. Contractors and Sub-contractors

WIC shall ensure that its contractors and sub-contractors either:

6.1 have in place equivalent provisions to these for their own business, or

6.2 agree to be apply these or equivalent provisions in their business.