

Canterbury City Council

Anti-slavery and human trafficking policy

Policy Statement

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Canterbury City Council strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers and contractors will hold their own suppliers and contractors to the same high standards.

Explanation of terms

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Commitments

Canterbury City Council is an organisation that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero tolerance approach to modern slavery in our organisation and our supply chains
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders, contractors and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. We will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct (Anti-Slavery and human trafficking).
- We reserve the right to require employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct (Anti-slavery and Human Trafficking).
- We reserve the right to require suppliers engaging workers through a third party to obtain that third parties agreement to adhere to the Code.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action, which could include termination of contract.
- We will report annually, via the councils website, on the implementation of this policy.