**Modern Slavery Policy**

**Modern slavery** refers to situations where individuals are exploited and cannot refuse or leave their work due to threats, violence, coercion, deception, or abuse of power. It encompasses various forms of severe exploitation, including forced labour, human trafficking, child labour, debt bondage, domestic servitude, and sexual exploitation.

**1. Introduction**

Scarf is committed to preventing modern slavery and human trafficking in our business and supply chains. We take our responsibilities under the Modern Slavery Act 2015 seriously and strive to maintain a transparent, ethical, and fair business environment.

**2. Purpose**

The purpose of this policy is to outline our approach to ensuring that modern slavery does not take place within our business operations or supply chains, and to raise awareness among employees, suppliers, and business partners.

**3. Scope**

This policy applies to all employees, contractors, suppliers, and business partners of Scarf. Everyone within our organisation is responsible for being aware of the risks of modern slavery and helping to prevent it.

**4. Our Commitment**

We are committed to:

* Acting ethically and with integrity in all business dealings.
* Ensuring our supply chains are free from modern slavery and human trafficking.
* Complying with the Modern Slavery Act 2015.
* Implementing and enforcing effective systems and controls to reduce the risk of slavery or human trafficking in our supply chains.

**5. Supply Chain Management**

Scarf ensures that:

* Our suppliers and partners are aware of and comply with our zero-tolerance approach to modern slavery.
* We conduct due diligence when entering new supplier relationships, ensuring they adhere to ethical labour practices.
* We review our supply chains regularly to identify potential risks related to modern slavery and human trafficking.

**6. Employee Responsibilities**

Employees are encouraged to:

* Be aware of the risks of modern slavery.
* Report any concerns about possible modern slavery practices to their manager or through the company's whistleblowing procedure.
* Help uphold our commitment to ethical business practices by adhering to this policy.

**7. Training and Awareness**

We will provide training to our employees, particularly those involved in recruitment, procurement, and supply chain management, to ensure they understand the risks of modern slavery and human trafficking.

**8. Reporting**

If you suspect any form of modern slavery or human trafficking within Scarf or its supply chain, you should report it immediately to [hr@scarf.org.uk](mailto:hr@scarf.org.uk) or to a member of the Leadership team

**9. Monitoring and Review**

We are committed to reviewing the effectiveness of this policy regularly and updating it as needed to respond to changes in regulations or our business practices.

**10. Consequences of Breach**

Any breaches of this policy will be taken seriously and may result in disciplinary action, including termination of contracts with suppliers or dismissal of employees involved in modern slavery or human trafficking.