

Modern Slavery Policy

1. Overview

- 1.1 This Aesop policy applies to all staff, clients and service users.
- 1.2 It covers all activities including but not limited to procurement, purchasing, supply, the use of freelance contractors and volunteers, due diligence, risk assessments and management.
- 1.3 It is based on law and guidance that seeks to protect people from exploitation and abuse including the Modern Slavery Act 2015.

2. Our commitment and aims

- 2.1 Aesop are committed to improving our practices to combat slavery and human trafficking. We recognise that slavery and human trafficking is a real yet hidden issue in our society.
- 2.2 We will not tolerate slavery and human trafficking in our business or supply chain.
- 2.3 We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

3. How we operate our business

- 3.1 Aesop is a company limited by guarantee and a registered charity with a vision of a future when arts solutions for society's problems are valued and available for all who need them.
- 3.2 Our main programmes are:

- Dance to Health which provide falls prevention dance classes to the healthcare sector.
 - The Aesop Institute which supports diverse arts programmes to grow their artistic, social and environmental impact and earned income.
- 3.3 Aesop is governed by a Board of Trustees and is operated by a management team. It has several staff and delivery of Dance to Health is completed by freelance dance artists.
- 3.4 Suppliers to Aesop provide specific goods and services:
- Media and print
 - IT services
 - Accountancy and bookkeeping
 - HR services
 - Equipment supply
 - Website and e-commerce
 - Videography and photography
 - Legal advice

4. How we carry out our responsibilities and duties

- 4.1 We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.
- 4.2 We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- 4.3 Our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.
- 4.4 Our Ethical Support, Procurement, and Purchasing Policy clearly state how we ensure support and supply to Aesop are free from exploitation and abuse of third parties.
- 4.5 Our Safeguarding Policy includes modern slavery and human trafficking as recognised forms of abuse and provides a robust framework for managing disclosures of suspected abusive activity towards any of our staff, freelance contractors, volunteers, partners or service users.

4.6 Our Health and Safety policy sets out our approach to ensure we provide a healthy working environment for our staff, volunteers and freelance dance artists.

5. How we manage risks and due diligence checks

- 5.1 Organisational risk assessment includes situations where modern slavery or human trafficking was uncovered within our support or supply chain. The risk register is monitored by the CEO and Board of Trustees annually.
- 5.2 All contracts above £10,000 which fall under the Ethical Support, Procurement and Purchasing Policy require due diligence checks to ensure suppliers have relevant policies in place to protect against modern slavery, human trafficking and other exploitative and abusive behaviours.
- 5.3 We ensure all freelance contracted staff, salaried staff and volunteers are trained to spot signs of modern slavery and human trafficking as part of safeguarding training.
- 5.4 The Designated Safeguarding Lead is trained to respond to disclosures or reports of suspected modern slavery or human trafficking and to refer up to the appropriate authorities.

6. How we monitor this policy and handle breaches

- 6.1 We monitor and log all reports of modern slavery or human trafficking within our support and supply chains. Our target KPI is for no reports to be received, indicating our due diligence is effective.
- 6.2 Our KPI for responding to a report is that within 24 hours the relevant authorities and the CEO will be informed. The CEO and Board of Trustees will then decide how to terminate relations with organisations found to be using exploitative and abusive practices.
- 6.3 Reporting is to the Designated Safeguarding Lead for instances where individuals are suspected of being human trafficked or kept in slavery.
- 6.4 Reporting of organisations suspected of using human trafficking and slavery in their supply or services or products is to the CEO.

7. How we monitor whether the policy is working

- 7.1 This statement and the actions outlined herein are monitored annually by the Management Team and Board of Trustees.

This Policy does not form part of your contract of employment and can be amended at any time.

Approved by the Aesop Board July 2022