

We lift our region... we work together... we make an impact...we are human

Modern Slavery Policy

At EMCCA our values guide the way we work and underpin the policies and processes we've developed. We believe that dignity and freedom are fundamental rights for every individual and we are fully committed to preventing modern slavery and human trafficking in all forms throughout our operations and supply chains.

Our policies reflect the way we want to work together to lift our region and make an impact. The aim of this policy is to set out EMCCA's stance on modern slavery and human trafficking and our commitment to maintain respectful workplaces and responsible business relationships, where every person is treated with compassion and care.

Scope

This policy applies to the East Midlands Combined County Authority, referred to in this policy as EMCCA. This policy may be amended at any time.

Definition

EMCCA considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

EMCCA acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both our internal practices in relation to our labour force and, additionally, our supply chains. We will not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to EMCCA in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We will strictly adhere to the minimum standards required in relation to our responsibilities under relevant employment legislation in England and in many cases exceeds those minimums in relation to its employees.

We are proud to champion this cause and reaffirm our pledge to do our part in ending modern slavery, protecting vulnerable communities, and upholding human rights.

Assessing and managing risk

In general, EMCCA considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us.

Due diligence in relation to modern slavery

EMCCA carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our organisation or supply chains, including conducting a review of the controls of its suppliers.

Risk Identification and Assessment

- Categorise contracts by risk and focus on sectors with high modern slavery risks.
- Evaluate workforce characteristics by looking for signs like reliance on low-skilled labour, high numbers of temporary/ agency workers or isolated working conditions.

Supplier Due Diligence

- Request Modern Slavery Statements for suppliers with turnover above £36 million and ensure they publish and share their annual statement as required under Procurement Act 2023.
- EMCCA will conduct audits and prioritise audits for high-risk suppliers, including spot checks and deeper reviews of working conditions.

Contractual Controls

- EMCCA will maintain risk registers that track supplier risks and mitigation actions as part of ongoing supplier management.

Training and Awareness

- EMCCA will provide training on identifying modern slavery risks.

Training

We will provide training to colleagues to effectively implement its stance on modern slavery at induction stage and ongoing during employment.

Advice and support is available from the Modern Slavery helpline on 08000 121 7000

Monitoring and evaluation

We continuously strengthen our practices to ensure transparency, fairness, and accountability. Through rigorous supplier assessments, colleague training, and ethical sourcing policies we strive to foster a culture that actively identifies and addresses risks of exploitation.