

The Modern Slavery Act 2015 – Organisational Statement 2022/23

At The Fremantle Trust, we pledge to ensure that our organisation and supply chain are free from slavery and human trafficking. We are committed to improving, monitoring and maintaining best practice by adopting a zero-tolerance approach throughout all aspects of our organisation.

The Fremantle Trust will ensure that all relevant new suppliers accept and comply with our zero tolerance approach to modern slavery and human trafficking. To identify and mitigate risk, relevant new suppliers must provide details of their existing programme to ensure human trafficking and slavery do not exist in their operations and supply chain. The Fremantle Trust will not award contracts where suppliers do not demonstrate an appropriate level of commitment to ensuring that slavery and human trafficking are not taking place in their own organisation and supply chain. Serious violations of the Trust's supplier code of conduct will lead to the termination of the business relationship.

The Trust's policies and procedures together with its values make it clear to employees the actions and behaviour expected of them when representing the organisation. The Trust strives to maintain the highest standards of employee conduct and ethical behaviour when providing support to those entrusted to our care.

We have robust recruitment policies to ensure that we do not promote or encourage slavery and human trafficking. We ensure that all individuals who are employed at The Fremantle Trust have strong references, a good history of employment and pass a robust on-boarding process. We ensure that all recruitment agencies we work with adopt our ethos and high level of checks. Any risks or concerns that arise during the recruitment process are thoroughly evaluated by our HR department and are appropriately handled on a case by case basis.

The Fremantle Trust has policies in place to encourage reporting of concerns surrounding slavery and human trafficking. Our Whistleblowing Policy encourages all of its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Fremantle Trust's Whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation, which includes a dedicated external helpline.

This statement is made pursuant to section 54(1) of The Modern Slavery Act 2015 and constitutes our human trafficking and modern slavery statement for the financial year ending 31st March 2023. This statement was approved by the Chief Executive on behalf of the Trust's Board of Trustees.

Narinder Singh
Chief Executive
31st March 2023