



Interventions
Alliance

Modern Slavery Policy

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1.0 Scope

This policy applies to all colleagues employed by interventions Alliance.

2.0 Equality Statement

To This policy has been written with a view to avoiding any adverse impact it may have on any individual by reason of their age, disability, gender, gender reassignment, sexual orientation, race, religious belief, paternity/maternity or civil partnership/marital status (in accordance with the UK Equality Act 2010 and the Employment Equality Acts 1998 – 2015, caring responsibilities or chosen working pattern.

This policy is also compliant with the Equality Legislation applicable within the Republic of Ireland, comprising of the following Legal Acts

- ▶ The Employment Equality Acts 1998 and 2004
- ▶ The Equal Status Acts 2000 to 2004
- ▶ The National Disability Authority Act 1999



3.0 Policy Aims

Interventions Alliance is committed to developing its' social and environmental responsibilities and is fully committed to playing its part in eradicating modern slavery. Interventions Alliance advocate for transparency and collaboration to eliminate the risks of modern slavery and this policy aims to outline how we ensure that we take appropriate action where necessary and fully support the principles of the Modern Slavery Act 2015.

As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. We want all our employees to feel confident that they can expose wrongdoing without any risk or repercussions to themselves.

4.0 Principles of the Policy

Interventions Alliance is committed to, fully supports, and adheres to The United Nations Global Compact (UNGC) Ten Principles (based on The Universal Declaration of Human Rights), which are: -




1. Support and respect the protection of internally proclaimed human rights.
2. Ensure the organisation is not complicit in human rights abuse.
3. Uphold the freedom of association and the effective recognition of collective bargaining.
4. Uphold the elimination of all forms of forced and compulsory labour.
5. Uphold the effective abolition of child labour.
6. Eliminate discrimination in employment and occupation.
7. Support a precautionary approach to environmental responsibility.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion on environmentally friendly technologies.
10. Work against corruption in all its forms, including extortion and bribery.

Interventions Alliance has a zero-tolerance stance to Modern Slavery and Human Trafficking within our own business and that of any third parties, including and not limited to our suppliers. We are committed to ensuring a working environment where people's fundamental rights and freedom are respected and embraced.

5.0 Due Diligence/Investigations

5.1 Our Business and Supply Chains

Interventions Alliance undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

-  Conducting regular supplier audits and / or assessments where general risks are identified.
-  Taking steps to improve suppliers' practices, including providing advice to suppliers and requiring them to implement action plans.
-  Invoking contractual remedies against suppliers that fail to improve their performance in line with their contractual requirements and / or any agreed action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

5.2 Recruitment

We know that slavery, servitude, forced, bonded and compulsory labour and human trafficking "Modern Slavery" affects both adults and children across the globe and is a growing issue with globalisation and increased migration. It remains a hidden abuse and no industry sector, no matter how small or specialist is immune to Modern Slavery.

Our recruitment and vetting processes are designed to ensure that all potential employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

6.0 Responsibilities and Polices

Responsibility for the organisation's Corporate Social Responsibility initiatives, which includes anti-slavery, sits with the Interventions Alliance Executive Board. Corporate risks will be managed by the Senior Leadership Team/Intervention Alliances Executive.

Our approach to addressing modern slavery is supported by a number of organisational policies and we take any breach of our policies or allegations extremely seriously. For instance: -

Our engagement process, Due Diligence, Contracts and Supply Chain Management Framework

These arrangements set out our commitment to ensuring that our supply chain adheres to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat their workers with dignity and respect, and act ethically and within the law at all times. The organisation works collaboratively with supply chain partners to ensure that they meet these and improve where required. However, serious violations of our code of conduct will lead to the termination of our business relationship.

Safer Recruitment and Vetting Policy and Procedures

These protocols and arrangements specify that we use only reputable employment agencies and always verify the practices of any new agency before accepting workers from that agency. All employees, contractors and agency workers have their right to work in the UK verified. As an organisation we ensure that we adhere to legislation in relation to minimum age requirements, wages, and the Working Time regulations.

Whistleblowing Policy

We encourage all our workers (employees, contractors, and agency employees), customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our Whistleblowing Policy is designed to make it easy for workers to make disclosures, without fear of repercussions.

Employee Code of Conduct

Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Safeguarding Policy

Our commitment to providing a safe environment for our workforce and customers and the routes to escalate issues. We have a nominated safeguarding lead across the organisation, who provides support and a clear steer re: actions to be completed. A Safeguarding form is also in place, to be completed by Managers.

Dignity at Work Policy

Interventions Alliance is committed to creating an environment that promotes equality and dignity at work. We are committed to treating all employees, contractors, clients, and service users equally, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race, or membership of the Traveller community.

Interventions Alliance's Equality, Diversity, and Inclusion Policy and Strategy

Diversity is about recognising the value of difference and Inclusion is about ensuring we get the best from everyone. Our strategy strives towards better representing the people and communities we serve and creating a more inclusive working environment. We want an expected and natural consideration of diversity and inclusion in everything we do at all levels of the business. We strongly believe we must individually and as an organisation lead by example. For this, we promote a collective commitment to embrace and own this strategy and the crucial underpinning policy and actions that support it.

7.0 Training and Communications

We believe that awareness is one of our most effective methods to reduce the risk of modern slavery. Interventions Alliance requires all employees working within the organisation to complete training on our organisational policies. New employees are required to complete our e-learning induction programme; this includes a safeguarding module which highlights the importance of recognising Modern Slavery.

Further training is provided throughout an individual's employment by our Learning and Development consultants, which includes modern slavery workshops which aim to enable employees to –



- ▶ Define Modern Slavery.
- ▶ Recognise the types of individuals who might be at risk of becoming a victim of modern slavery.
- ▶ Identify the warning signs of someone who is a victim of modern slavery.
- ▶ Know where to signpost individuals to for help and support.

We seek to continue to strengthen employees' awareness of our stance on slavery and human trafficking through articles on our internal communications channels.

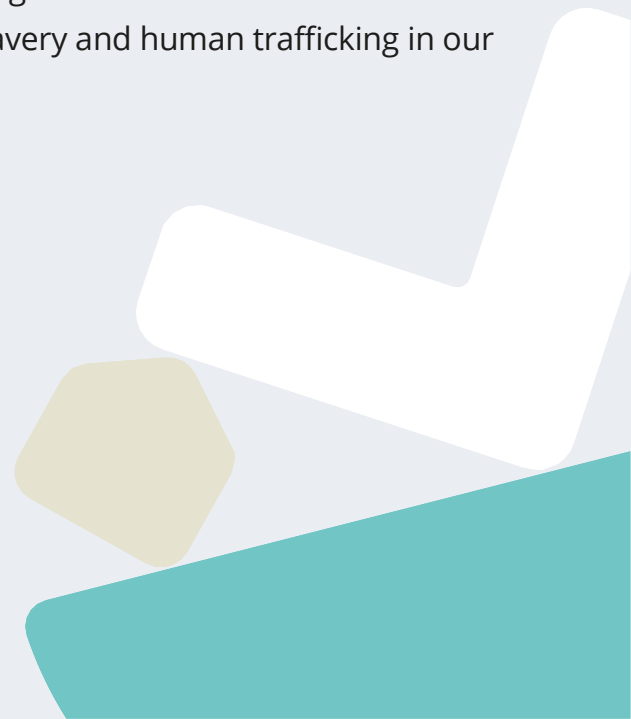
8.0 Risk Assessment

The organisation having assessed the areas in which we operate does not consider any of activities to be at high risk of slavery or human trafficking. However, as the organisation continues to diversify and works on new contracts, this will continue to be reviewed.

9.0 Statutory Reporting

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during each financial year to ensure modern slavery is not taking place in their operations and supply chains. We are required to publish our statement on our external website no later than 30th September each year.

Our annual statement will encompass all contracts operating across the UK and will detail the steps taken by Interventions Alliance to prevent modern slavery and human trafficking in our own operations and that of our supply chains.



10.0 Associated Documents

- ▶ Our engagement process, Due Diligence, Contracts and Supply Chain Management Framework
- ▶ Safer Recruitment and Vetting Policy and Procedures
- ▶ Whistleblowing Policy
- ▶ Code of Conduct and Business Ethics Policy
- ▶ Safeguarding Policy
- ▶ Dignity at Work Policy
- ▶ Interventions Alliance's Equality, Diversity, and Inclusion Strategy 1.0 Scope

11.0 Version Control

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11.1 Next Review Date

The next scheduled review of this document will be: October 2026

11.2 Document Authorisation

Authorisation:

Name and Position	Suki Binning Chief Executive Officer
Signature	

11.3 Document Authorisation

Document Owner & Document Author:

Document Owner:	Suki Binning
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