

Anti-Slavery and Human Trafficking Policy

Introduction

This policy sets out the position of Valley Life Trust Ltd which trades as Mission24, Child Life Homes and LifeLink, herein called 'The Trust'.

In relation to the Anti-Slavery and Human Trafficking Policy, the Trust considers forced, bonded or compulsory labour, human trafficking and other kinds of slavery and servitude represent some of the gravest forms of human rights abuse in any society. The Trust will not tolerate any such activities within our own operations or within our supply chain and are committed to taking appropriate steps to ensure that everyone who volunteers for the Trust, in any capacity, anywhere in the world, benefits from a working environment in which their fundamental rights and freedoms are respected.

The Trust are aware that it's supply chain includes countries that have been accused of questionable employment practices in the past and for that reason we have taken every reasonable measure that we can to ensure that our suppliers comply with the principles of this policy.

Beliefs and Principles

The Trust fully acknowledges its responsibility to respect human rights as set out in the International Bill of Human Rights (IBHR). The IBHR informs all policies related to the rights and freedoms of every individual who works for the Trust, either as a direct volunteer or indirectly through our supply chain. The Trust are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our operations. Respect for the dignity of the individual and the importance of each individual's human rights, form the basis of the behaviours the Trust expects in every workplace worldwide.

The Trust will not accept any form of slavery or human trafficking including harassment or bullying and require that all of our Trustees, employees and volunteers implement policies designed to increase equality of opportunity and inclusion for the Trust volunteers. The Trust have also developed and implemented policies and processes which are intended to extend these commitments through our supply chain. These include requiring suppliers to take measures to avoid any form of forced, bonded or compulsory labour (or any other kind of slavery or human trafficking) within their own operations.

Every supplier who works for the Trust is required to agree to abide by our terms and conditions. These commitments extend down through the supply chain, so that a supplier with whom the Trust has a direct contractual relationship (a Tier 1 supplier) in turn bears the responsibility for ensuring compliance across their own direct supply chain (a Tier 2 supplier from the Trust's perspective) and so on. The Trust stipulate a range of ethical, labour and environmental standards that is expected to be followed across our supply chain including areas such as child labour, health and safety, working hours, discrimination and disciplinary processes.

The specific requirements regarding forced labour risks make explicit reference to slavery and human trafficking:

- a. The Supplier shall not use any form of forced, bonded, compulsory labour, slavery or human trafficking.
- b. the Supplier's employees shall be entitled to leave work or terminate their employment with reasonable notice. Employees shall be free to leave work after such reasonable notice period expires. All employment shall be voluntary.
- c. the Supplier shall provide each of its employees with an employment contract which contains such a reasonable notice period; and
- d. the Supplier shall not require employees to lodge deposits of money or withhold payment or place debt upon employees or require employees to surrender any government-issued identification, passports, or work permits as a condition of employment.

Reviewed: 19th May 2020