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## Modern Slavery Policy

The purpose of this policy is to set out INTERIM'S policy on modern slavery. We look to prevent modern slavery and human trafficking by the implementation of this policy.

Modern-day slavery is the exploitation of a person that is against their will. This can take many forms, and in the UK, they might be:

- Domestic slavery
- Human trafficking
- Forced labour
- Sexual exploitation.

INTERIM takes a Zero Tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all of our Charity business dealings and relationships. As well, we will implement and if necessary, enforce effective systems and controls to ensure modern slavery does not exist anywhere in our Charity business and activities.

We are committed to ensuring transparency in our own operation and in our approach to combating modern slavery throughout our activities, in accordance with disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our Charity business partners and our suppliers and volunteers. We operate a risk-based approach and careful screening of all involved with the Charity, including volunteers and any agency staff used. Everyone involved with the Charity is familiar with this policy.

Modern slavery may be found in our charity business, our Charity business partners or volunteers, or any outsourced activities. There is no typical victim of modern slavery, and some victims do not understand they have been exploited or that they are entitled to help and support.

However, the following key signs could indicate that someone may be a victim of modern slavery, human trafficking, or forced labour:



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The person is not in possession of their own passport, identification or travel documents.

The person is acting as though they are being instructed or coached by someone else.

The person is working excessive overtime.

The person allows others to speak for them when spoken to directly.

The person is dropped off and collected from work.

The person is withdrawn or appears frightened.

The person does not seem to be able to contact friends or family freely.

The person has limited social interaction or contact with people outside of their immediate environment.

There are signs of abusive working or living conditions.

The above list is not exhaustive. A person may display a number of the indicators set out above, but they may not necessarily be a victim of slavery or trafficking.

The Trustees of the Charity have overall responsibility for implementing this policy, for dealing with any queries about it and making sure it complies with the Charity's legal and ethical obligations. All volunteers and everyone associated with the Charity must comply with this policy. Each Supplier must comply with this policy, or its own anti-slavery policy.

The Modern Slavery helpline (0800 0121 700) to report suspicion, and get advice or assistance.

January 2020