

9d j b ci /	C01 Modern-day Slavery and Human Trafficking Statement and Procedure
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No person or group should suffer oppression or lack of opportunity because of a protected characteristic. Kisimul Group opposes all forms of unlawful discrimination, and we are committed to encouraging equality, diversity, fairness and inclusion in the application of our policies so that everyone has equal access and feels welcome and at ease. To achieve this aim, the application and accessibility of our policies, and the decisions and outcomes arising from our policies, may be monitored to ensure their use is fair, equal and consistent irrespective of any characteristic as may be defined by the Equality Act 2010. This is to ensure that we are listening to people and appropriately understanding their needs, and are tailoring the way we interact and publish or act on our policies to ensure we are promoting equal access and opportunity at all times.

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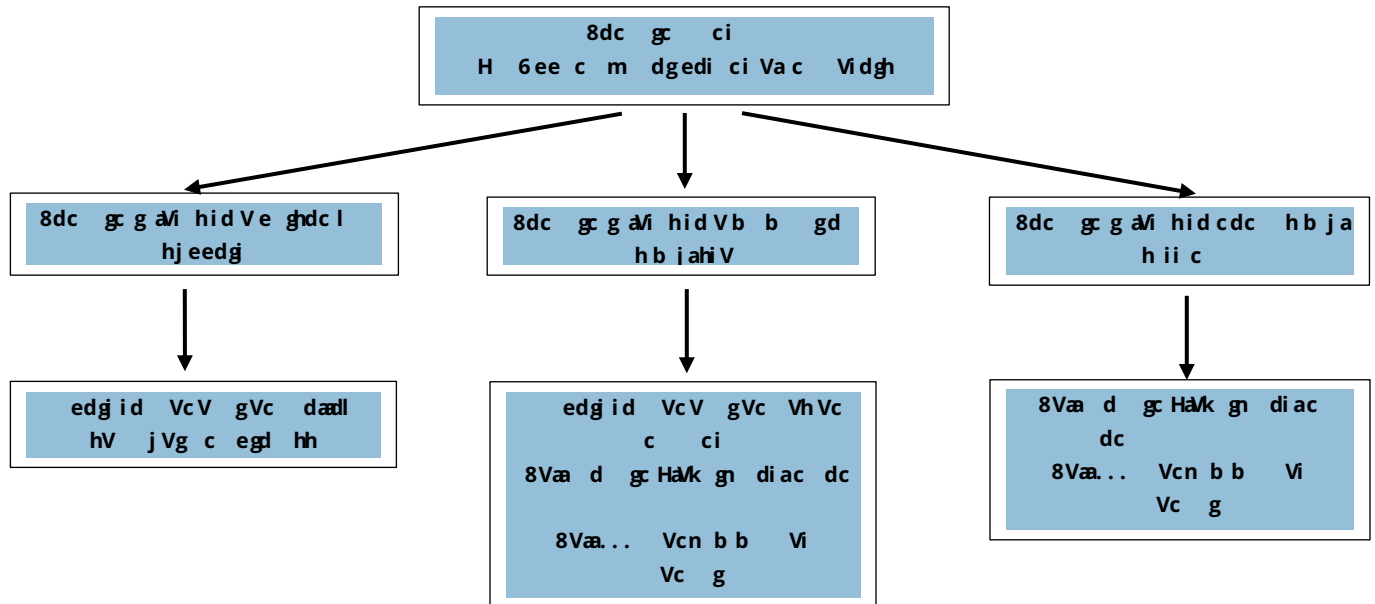
Appendix 2 – Myths about Modern-Day Slavery10

The Modern Slavery Act received Royal Assent on 26th March 2015. Modern slavery encompasses slavery, human trafficking, forced and compulsory labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. This statement and procedure describes the commitment made by Kisimul to ensure that there is no modern slavery or human trafficking within the Organisation, either directly or indirectly through our supply chains.

Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. See **6 ee c m** for a list of possible indicators. There are common myths about modern slavery, such as misconceptions that UK nationals cannot be victims and that a person cannot be a victim if they reject offers of help – see **6 ee c m** .

Staff are expected to report immediately to their line manager if they observe, or are made aware of, concerns that may constitute slavery involving another member of staff (permanent, bank, agency or third-party contractors). If a member of staff is concerned that someone is in immediate danger, they should contact the police on 999.

Whilst this procedure is only applicable within Kisimul, all staff should be aware that they can report any concerns they may witness outside of Kisimul to the Modern Slavery Hotline on 0800 0121700.



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Signs of various types of slavery and exploitation are often hidden, making it hard to recognise potential victims. Victims can be any age, gender or ethnicity or nationality.

Whilst by no means exhaustive, this is a list of some common signs:

- Adult is not in possession of their legal documents (passport, identification, and bank account details) and they are being held by someone else.
- The adult has old or serious untreated injuries and they are vague, reluctant, or inconsistent in explaining how the injury occurred.
- The adult looks malnourished, unkempt, or appears withdrawn.
- They have few personal possessions and often wear the same clothes.
- What clothes they do wear may not be suitable for their work.
- The adult is withdrawn or appears frightened, unable to answer questions directed at them or speak for themselves and/or an accompanying third party speaks for them. If they do speak, they are inconsistent in the information they provide, including basic facts such as the address where they live.

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The person did not take opportunities to escape so is not being coerced.	<p>Remaining in an exploitative situation could indicate a willingness to remain there and/or an absence of coercion. But there are many reasons why someone may choose not to escape an exploitative situation, for example:</p> <ul style="list-style-type: none"> • fear of reprisal against the person or family members • vulnerability • Stockholm syndrome (psychological dependency on the person exploiting them) or grooming • lack of knowledge of their environment • belief that the trafficker or exploiter will fulfil their promise • fear of witchcraft • violence or threats of violence • not knowing how and where to seek help
UK nationals cannot be victims of modern slavery.	UK nationals can and have been victims of modern slavery.
Crossing a border is required in order to be trafficked.	Trafficking does not have to occur across borders; it can occur within a country.
Modern slavery is a necessary evil in some cultures and so must be accepted.	Abusive people may use 'culture' as a justification for modern slavery or trafficking other human beings. Modern slavery is a crime in the UK and child modern slavery is child abuse, not a 'cultural' issue.
It cannot be modern slavery when organiser and victim are related, married, living together or lovers.	Close relationships are often used to exploit and control others. This is especially relevant in child modern slavery. There have been numerous incidents where 'boyfriends' have groomed women and children into sexual exploitation or family members have colluded (intentionally or unintentionally) in the exploitation.
A person is not a victim of modern slavery when they say they have a better life than previously.	Some people are willing to tolerate their situation because they may perceive it as a 'stepping stone' to a better future and may compare it favourably to experiences at home. This doesn't mean they are not a victim of modern slavery.
A person is not a victim of modern slavery when they reject an offer of help.	It is not uncommon for victims to reject offers of help at first. This is not unique to victims of modern slavery.

