
Groundwork London

Modern Slavery Statement

June 2024

Review

This statement will be regularly reviewed, and in the first instance after 12 months and thereafter at a time scale to be determined and in accordance with current practice and legislation.

Version 1: January 2017

Reviewed: July 2018
July 2019
June 2020
June 2023

Groundwork London Modern Slavery Statement

Groundwork London is a third sector organisation that works with communities across London supporting them to create better places, live and work in a greener, more sustainable way and to improve their economic prospects.

With the development of a new strategy: Groundwork 2020-2025, our ambition is to build visibility, our reputation and our resources so that we can continue to be a significant force for driving change in places and prospects in the local communities who need it most. We operate across the whole of London. In this spirit, we have published our Slavery and Human trafficking statement and set out the steps that Groundwork London is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Groundwork London has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically; with integrity and transparency in all business dealings; and to putting effective systems and controls in place to safeguard against any form of modern slavery.

Our high risk areas

We understand that the areas of our work that could have the greatest exposure to Modern Slavery is in our community and employment outreach work. This continues to be our main focus of activity. Our supply chain is another area of potential risk we continue to review our procedures to ensure that our suppliers operate policies to comply with the Modern Slavery Act 2015.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

We are committed to the training and development of our staff and will ensure that we raise awareness with our staff and train them to look for the signs of slavery through observation and the use of confidential questioning. This training forms part of our induction and ongoing training programmes. Any concerns related to slavery and human trafficking should be reported to the Groundwork London Corporate Services Manager.

Our suppliers

Groundwork London operates a supplier policy and maintains a preferred supplier list, conducting due diligence on all suppliers before allowing them to become a preferred supplier. Our supplier questionnaire and approval process seeks to actively address any concerns and has been reviewed in 2024. Through our Supplier questionnaire and Contract for services for consultants, contractors, sub-contractors we will require suppliers to confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- They pay their employees at least the national minimum wage/national living wage (as appropriate)

We may terminate the contract at any time should any instances of modern slavery come to light.

Training

We include training for all new staff and for our HR, community and employment teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chains.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

Groundwork London Executive Director

Signature: *Lindy Kelly*

Date: 23/06/2024

Approved by the Groundwork London Board at the meeting of 20th March 2017 following its operational adoption and updates noted at September 2018, June 2023 and 2024.