

# Perform Green Modern Slavery and Human Trafficking Policy

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## DOCUMENT INFORMATION

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## 1. Introduction

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. Perform Green has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either the business or in any of its supply chains, consistent with its obligations under the Modern Slavery (MSA) Act 2015.

Perform Green accepts that it has a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

This policy applies to all individuals working for Perform Green or on Perform Green's behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

We have conducted a review at Board level and concluded that within the business there are no instances that constitute a breach of the MSA act. Nor do we believe that any organisation within our supply chain is unaware of the MSA act or likely to conduct its business in a manner that will lead to breaches of it.

## 2. Responsibility of the policy

The board of directors has overall responsibility for ensuring that this policy complies with Perform Green's legal and ethical obligations.

Line managers are responsible for ensuring that those reporting to them understand and comply with this policy.

## 3. Compliance – policy in action

The prevention, detection and reporting of modern slavery in any part of Perform Green's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for Perform Green or under Perform Green's control. You are required to avoid any activity that might lead to a breach of this policy.

As an equal-opportunities employer, Perform Green is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Our values, recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment. Furthermore, we are an accredited Living Wage Foundation member and a certified B Corporation. This means we pay at least the living wage to all employees and we seek to work in co-collaboration with our supply chain to ensure they also do.

If you believe or suspect a breach of or conflict with this policy has occurred or may occur, you must notify your manager or report it to the Executive Board. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of Perform Green's business or supply chains as soon as possible. If you are unsure about whether a particular act, the treatment of workers or their working conditions within any of Perform Green's supply chains constitutes any of the various forms of modern slavery, please raise it with your line manager. You can also contact the government's Modern Slavery Helpline for further information and guidance on modern slavery.

Perform Green aims to encourage openness and will support anyone who raises genuine concerns or whistleblowing in good faith under this policy, even if they turn out to be mistaken. Perform Green is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

#### **4. Training and Communication**

Training on this policy, and on the risk that the business faces from modern slavery in its supply chains, will be provided to staff as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases.

Perform Green's zero tolerance approach to modern slavery will be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

#### **5. Breach of the Policy**

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

Perform Green may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

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## **Appendix 1: MODERN SLAVERY ACT 2015**

Perform Green recognises its legal obligations under the following Act and its amendments and strives to ensure compliance at all times. Perform Green will seek to develop policies that comply with current and planned legislation, ensuring that its values and purposes are maintained whilst also working towards abolishing slavery and human trafficking in the future.

### **Modern Slavery Act 2015**

<http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

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