

## MODERN SLAVERY STATEMENT V1.0

APPEER COMMUNITY INTEREST COMPANY (CIC)

### Purpose of statement

This statement reflects our commitment as a charitable organisation to implement effective practices, even though we are not legally required to publish a modern slavery statement under the Modern Slavery Act 2015. Appeer CIC recognises the importance of acknowledging the risks and violations associated with modern slavery and our duty to act on potential knowledge that is in breach of the Modern Slavery Act 2015.

### Scope

This statement is for all employees, volunteers, beneficiaries, and partners to affirm our commitment to Anti-Slavery and outline our expectations for good practices and transparency in all our interactions.

### Definition

Modern slavery is a crime and a violation of fundamental human rights. It can take various forms, including slavery, servitude, forced or compulsory labour, and human trafficking. All of these forms share a common element: the deprivation of a person's liberty by another person for the purpose of exploitation, whether for personal or commercial gain.

### Our approach

Appeer CIC firmly upholds a zero-tolerance policy towards modern slavery. We are dedicated to conducting our business ethically and with integrity in every interaction. To prevent modern slavery in our operations and supply chains, we have established robust systems and controls ensuring we always act with due diligence. We expect all our contractors, suppliers, and business partners share our commitment to these high standards and where applicable are able to demonstrate their commitment to anti-slavery and human trafficking prior to entering into a relationship. We believe in fostering transparency and will champion anyone who voices genuine concerns in good faith, even if they may not be correct.

Our commitment to this principle means that any employee who violates this policy will face serious consequences, including potential dismissal for misconduct or gross misconduct.

We reserve the right to terminate our relationship with other individuals and organisations working on our behalf if they breach this.

Modern Slavery Statement Version No: 1.0	
Summary:	This statement reflects our commitment as a charitable organisation to implement effective practices
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Target Audience:	Appeer Staff, beneficiaries and partners
Approved and Ratified By:	Jo Dilworth
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