

SIB095 Modern Slavery Policy

Version 1.0

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Updated by:

Process owner: Head of People & Values

Approver: Directors Group

Status: CURRENT



Foreword

To be in compliance with the requirements of ISO 9001:2008, policies and procedures for Social Investment Business are to be approved by the Directors Group. Guidance Notes may be approved by the owner.

This document is intended to be used by employees within Social Investment Business who are associated with this process/policy.

This Policy has been approved by:

Name	Signature	Title	Date
Nick Temple		Chief Executive	

Version history

Version ref	Author	Date	Process ref changed
1.0	Teresa Higgins	27 August 19	New Document

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Modern Slavery Act 2015 Statement

Introduction

This statement is pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the organisation's slavery and human trafficking statement.

Definition of Modern Slavery

Modern Slavery can take many forms including the trafficking of people, forced labour, servitude, slavery and criminal exploitation. Children (those under the age of 18) are considered victims of trafficking, whether or not they have been coerced, deceived or paid to secure their compliance.

Victims of modern slavery can be men, women or children, of all ethnicities and nationalities. However, it is usually more prevalent amongst the more vulnerable, and within minority or socially excluded groups.

Slavery and Human Trafficking Statement

Social Investment Business (SIB) has a zero tolerance approach to any form of modern slavery. We are committed to acting in an ethical manner, with integrity and transparency in line with our core values.

We are committed to ensuring slavery and human trafficking have no place in our business, in our supply chain or in those organisations that we invest. If we become aware of breaches of the Modern Slavery Act 2015 we will take whatever action is appropriate.

Our organisation, structure, supply chains and investees

SIB provides the right finance and support to charities and social enterprises that helps them improve people's lives. We have a clear strategy, a diverse and expert team and a supportive board with an unparalleled track record.

We have helped hundreds of organisations become more resilient and sustainable so that they can be effective and make the biggest difference they can. We were one of the UK's first social investors and since 2002 have provided over £400 million of loans and grants to charities and social enterprises. More recent initiatives include the £200m Youth Endowment Fund, a 10-year early-intervention partnership, and the £2m Forward Enterprise Fund, which invests to help those coming out of offending or recovering from addiction.

Social Investment Business is a values-led organisation and as such we expect all colleagues to live by the values which underpin what we do and how we do it.

Our values are:

Put People First, Be Curious, Be Bold, Be Collaborative, Be Accountable

Policies and Conduct

SIB strive to maintain the highest standards of conduct from our employees, partners and customers (investees). Monitoring visits are regularly carried out to organisations that we support.

We have a number of policies in place to ensure we are conducting business in an ethical, impartial and transparent manner. These include:

- Whistleblowing – we aim to conduct our business at all times with the highest standards of integrity and honesty. Our people are encouraged to report any perceived wrongdoing by the organisation or its employees, contractors or agents that fall short of those principles.
- Recruitment and Selection – our recruitment process includes conducting eligibility to work in the UK checks to safeguard human trafficking or individuals being forced to work against their will. We are an accredited London Living Wage employer.
- Safeguarding – our safeguarding policy is in place to ensure that vulnerable people (children and adults) have their health, wellbeing and rights protected in society and applies to all employees, board members, suppliers, customers (investees), stakeholders and consultants.

Due Diligence

SIB would never knowingly engage with suppliers, contractors or customers involved in slavery or human trafficking. SIB do not have an extensive supply chain and due to the nature of the work our investees carry out, we view them as low risk as in many cases they are addressing the problems that vulnerable people face in the activities or programmes they are carrying out

Training and Awareness

Our employees are aware of modern slavery through the work that we undertake and our Safeguarding Policy which encourages any concerns for wellbeing or exploitation of children or vulnerable adults to be reported.

Future Plans

As part of SIB's commitment to eradicating modern slavery, we will be amending our grant agreements to include investees having to confirm their adherence to the Modern Slavery Act 2015.

Posters highlighting modern slavery on the Government website will be displayed on noticeboards.

We will be rolling out across all our funds, as part of our due diligence process, suppliers, partners and relevant investees are asked to confirm whether or not they adhere to the Modern Slavery Act 2015 and have adequate safeguarding policies in place.