



Huntington's  
Disease  
Association

# Anti-slavery and human trafficking policy

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# Anti-slavery and human trafficking policy



## Introduction

The Huntington's Disease Association strictly prohibits the use of modern slavery and human trafficking in its operations and supply chain. The charity is and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within the organisation or supply chains. The charity expects that its suppliers will hold their own suppliers to the same high standards.

## Scope

This policy applies to all people working for the Huntington's Disease Association or on behalf of the Huntington's Disease Association in any capacity, including employees, trustees, agency workers, seconded workers, volunteers, contractors and suppliers.

Volunteers are expected to follow the principles and expectations set out in this policy where relevant to their role. Volunteers will not be required to read this policy in full; instead, appropriate guidance and expectations will be communicated through volunteer training, the volunteer handbook, and supporting guidance.

The Volunteering Manager will act as the primary point of contact for volunteers requiring advice or support in relation to this policy.

The purpose of the policy is to establish general standards for health and safety at work and to distribute responsibility for their achievement.

## Responsibilities

### Executive Council

The Executive Council are responsible for reviewing and approving the charity's anti-slavery and human trafficking policy and authorising the provision of resources to allow the policy to be put into practice.

### Senior Management team

The Chief Executive and Heads of Department team are accountable for the execution of anti-slavery and human trafficking policy.

### All employees and volunteers

All employees and volunteers of the Huntington's Disease Association are responsible for raising any concerns regarding modern slavery and human trafficking.

## Commitment

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

The Huntington's Disease Association expects everyone working for, or on behalf of, the charity to support and uphold the following measures to safeguard against modern slavery:

- There is a zero-tolerance approach to modern slavery in the charity and its supply chains.
- The prevention, detection and reporting of modern slavery in any part of the organisation or supply chain is the responsibility of all those working for or on behalf of the charity. Staff and volunteers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- The charity is committed to engaging with its stakeholders and suppliers to address the risk of modern slavery in its operations and supply chain.
- The charity takes a risk-based approach to contracting processes and keeps them under review. It assesses whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in contracts with third parties.
- Consistent with this risk-based approach, the charity may require:
  - Employment and recruitment agencies and other third parties supplying staff to the charity to confirm their compliance with this policy
  - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the policy
- As part of the charity's ongoing risk assessment and due diligence processes, it will be considered whether circumstances warrant carrying out audits of suppliers for their compliance with this policy.
- If it is found that other individuals or organisations working on the charity's behalf have breached this policy, appropriate action will be taken.