


Action4Justice 2021 Anti-slavery statement

1. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
2. Action4Justice has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our collaborations and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own organization or in any of our potential supply chains.
3. We are also committed to ensuring there is transparency in our own organization and we expect the same high standards from all of our collaborators, suppliers and other partners, and as part of our contracting processes and agreements, in the coming year we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our collaborators, suppliers and partners will hold their own suppliers to the same high standards.
4. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Responsibility for the policy

5. Action4Justice has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Action4Justice has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
6. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy. You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Executive Committee.

Compliance with the policy

7. You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our organisation is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify the Executive Committee or a member of the board as soon as possible if you believe or suspect that a conflict with this
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policy has occurred or may occur in the future. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our organisation or supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify the Executive Committee or a member of the board as soon as possible.

8. If you are unsure about whether a particular act, the treatment of workers more generally, or the working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with the Executive Committee or a member of the board. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.
9. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own organisation or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Executive Committee or a member of the board.

Communication & awareness of this policy

10. Communication and awareness of this policy forms part of the induction process for all individuals who work for us, and updates will be provided using established methods of communication between Action4Justice and you. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, employees, members and/or consultants at the outset of our relationship with them and reinforced as appropriate thereafter.

Breaches of this policy

11. Any employee, members and/or consultants who breaches this policy will face disciplinary action, which could result in dismissal or removal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf or in collaboration if they breach this policy.

Adopted by the Action4Justice Executive Committee, June 2021.