EK OUTREACH SERVICES

Modern Slavery Policy

EK Outreach Services

1. Policy Statement

EK Outreach Services is committed to ensuring that modern slavery, human trafficking, forced labour, and all forms of exploitation have no place within our operations or supply chains. We take a zero-tolerance approach and are dedicated to acting ethically, transparently, and in compliance with local and national legislation.

This policy outlines the principles, practices, and responsibilities we uphold in order to prevent modern slavery, both within our organisation and among our partners, contractors, and suppliers.

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2. Scope of the Policy

This policy applies to:

- All employees (full-time, part-time, temporary)
- All suppliers, partners, and third parties acting on behalf of EK Outreach Services

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3. Core Provisions

EK Outreach Services commits to upholding and promoting the following provisions throughout its operations and supply chains:

a. Compliance with Local and National Laws

All workers must be employed in accordance with applicable labour laws, including the Modern Slavery Act 2015 and any international laws relevant to workers' rights.

b. Freedom to Terminate Employment

All workers shall have the freedom to terminate their employment without threat or coercion, subject to agreed contractual notice periods.

c. Freedom of Movement

Workers must have unrestricted freedom of movement and must not be subjected to restrictions through force, coercion, or deception.

d. Freedom of Association

Workers must be free to join or form trade unions and engage in collective bargaining without fear of discrimination, intimidation, or retaliation.

e. Prohibition of Violence, Harassment, and Intimidation

Any form of violence, harassment, bullying, or intimidation is strictly prohibited. EK Outreach maintains a safe working environment free from abuse and coercion.

f. No Worker-Paid Recruitment Fees

EK Outreach Services prohibits the use of recruitment practices that require workers to pay fees or bear the cost of securing employment, which can lead to debt bondage.

g. Prohibition of Compulsory Overtime

All overtime must be voluntary and compensated according to legal standards. No worker shall be coerced into working beyond their agreed contractual hours.

h. Prohibition of Child Labour

EK Outreach Services does not employ individuals below the minimum legal working age. We are committed to safeguarding children from economic exploitation.

i. Non-Discrimination

We are an equal opportunity employer. Discrimination on the basis of race, gender, age, religion, sexual orientation, disability, or any other protected characteristic is not tolerated.

j. No Confiscation of Identification Documents

We do not hold or retain original passports, identification documents, or work permits of any staff or contractors. Workers must retain control over their personal documentation.

k. Access to Remedy and Justice

Victims or potential victims of modern slavery must be provided access to support, remedy, compensation, and justice. EK Outreach will cooperate fully with law enforcement and support services where concerns are raised.

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4. Implementation and Communication

To ensure this policy is effective:

- All staff will receive appropriate training on modern slavery awareness, identification, and reporting procedures.
- Safeguarding leads and senior management will monitor compliance with this policy and support escalation of concerns.
- Contractors, consultants, and suppliers must commit to upholding these standards as part of our terms of engagement.

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5. Reporting Concerns

Any member of staff who suspects modern slavery or unethical behaviour must report their concerns to a Designated Safeguarding Lead or through our Whistleblowing Policy. Reports will be treated confidentially and investigated thoroughly.

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6. Review

This policy will be reviewed annually by senior leadership to ensure continued compliance with legislation and effectiveness in preventing modern slavery.

Policy to be reviewed again: September 2027