

Statement on Human Trafficking and Slavery



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1. Statement

- 1.1. Human trafficking and other kinds of slavery and servitude represent some of the gravest forms of human rights abuse in any society.
- 1.2. We will not tolerate any such activities within our own organisation and we are committed to taking appropriate steps to ensure that everyone who works for Splitz Support Service, in any capacity, benefits from a working environment in which their fundamental rights and freedoms are respected. This is applicable to all in our organisation including all full time, part time, permanent and temporary employees and workers and all volunteers. It also applies to any other parties who act on our behalf.
- 1.3. We are an organisation working with a wide range of needs and with people from all kinds of backgrounds and cultures who have issues related to domestic abuse, separation and divorce. We see our organisation, and the limited supply chains which support our organisations activities, as 'low risk' in relation to the threat of human trafficking and slavery offences being committed. We do operate due diligence processes when appointing reputable contractors or other third party agents.
- 1.4. We would generally recruit our staff internally according to robust recruitment procedures but where there is a requirement for agency staff, we would ensure that appropriate checks are carried out.

2. Beliefs and principles

- 2.1. We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights. The IBHR informs all of our policies related to the rights and freedoms of every individual who works for us, either as a direct employee or volunteer. We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our organisation.
- 2.2. Respect for the dignity of the individual – and the importance of each individual's human rights form the basis of the behaviours we expect in every area we provide services in.
- 2.3. We will not accept any form of discrimination, harassment or bullying and we require all of our managers to implement policies designed to increase equality of opportunity and inclusion for all Splitz employees.