



Revolving Doors Modern Slavery Policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory human labour and human trafficking all of which deprive a person of their liberty to exploit them for personal or commercial gain. Revolving Doors have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We have a duty to ensure through our recruitment practices, wider policies and procedures, work with people with lived experience of the criminal justice system and social enterprise work, that we take steps to ensure we are preventing slavery and forced labour from occurring.

The steps we have taken to enforce this policy are outlined below. We will continue to review this policy on a regular basis, and update where required.

Internal practices

1. Not engaging in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4, of the Modern Slavery Act 2015 if such activity, practice or conduct were carried out in the UK.
2. During the recruitment process prior to extending an offer we collect two references, complete a Disclosure and Barring Service check from the UK and ensure that the candidate has the Right to Work in the UK.

Working in partnership

3. Incorporating applicable and appropriate anti-slavery and human trafficking provisions in contracts with associates, subcontractors and suppliers.
4. Taking steps to ensure if we are providing services for, or working in partnership with, an organisation that is a relevant organisation as defined by section 54 of the Modern Slavery Act 2015, this organisation is compliant with the annual reporting requirements.

Identifying and raising concerns

5. Implementing a Whistleblowing Policy to ensure that all full and part-time employees, agency staff, volunteers, contractors and consultants, and Board members feel able to raise serious concerns, including in respect of slavery and forced labour, and that there are formal steps in place to address this.
6. Ensuring if staff are concerned that research participants or lived experience members may be involved in or effected by slavery or forced labour, that they abide by the steps outlined in Revolving Doors Safeguarding Policy on responding to allegations and concerns regarding the abuse of children, young people or vulnerable adults.
7. Where slavery, forced labour or trafficking is discovered or suspected, Revolving Doors staff will report this to the Modern Slavery Helpline, alongside any other

relevant statutory agencies. We will also follow wider reporting procedures as set out in the relevant contract.