



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

This statement sets out The Woodland Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2018 to 31 March 2019.

As part of the not for profit sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking, ethical labour and workforce practices extremely seriously. We believe that any form of exploitation is wrong and we are committed to doing our best to ensure that our charitable activities and supply chains are free of slavery and human trafficking as defined in the Act. We are therefore committed to reporting annually on the steps that we are taking to support the principles of the Act.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **Organisational structure and supply chains**

We are the country's largest woodland conservation charity with over 500,000 members and supporters and more than 1,000 sites, covering over 26,000 hectares, all over the UK. We're standing up for woods and trees. We protect and campaign, plant trees, and restore ancient woodland for the benefit of wildlife and people.

The organisation currently operates in the following countries: England, Northern Ireland, Scotland and Wales.

Retail is recognised as a high risk sector and considerable work has been undertaken within the retail team. All our central retail suppliers have been issued with new contracts incorporating our requirements on modern slavery and the buying teams have been trained in the importance of these requirements.

### **Relevant policies**

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

- **Whistleblowing policy**

The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human



trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have any concerns can notify those concerns using our confidential email [whistleblowing@woodlandtrust.org.uk](mailto:whistleblowing@woodlandtrust.org.uk)

- **Safeguarding**

We have in place a safeguarding policy and employee guidance on dealing with children and vulnerable adults. This includes advice and support on reporting concerns.

- **Procurement Policy**

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

### **Staff and volunteer wellbeing**

The Trust has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures.

Our Employee Assistance Programme also provides staff with a secure way of seeking advice about any modern slavery or human trafficking issues personally affecting them or their families.

The Trust checks that staff and volunteers can demonstrate their eligibility to work in the UK. In addition, the Trust uses a preferred supplier list to source temporary workers and requires all contractors and agency staff to undergo an eligibility check before commencing work with the Trust.

### **Board Member Approval**

This statement was approved by the organisation's Board of Affairs Committee, who review it on behalf of the Board of Trustees on an annual basis.

Barbara, Baroness Young of Old Scone  
Director and chair of trustees