

Modern Slavery and Human Trafficking Statement Financial Year 2019/2020

Introduction

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps that New Anglia LEP has taken to ensure that slavery and human trafficking are not taking place within its supply chains or in any part of its business. This statement covers the financial period 1 April 2019 to 31 March 2020.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

New Anglia LEP 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

This statement covers the activities of New Anglia Local Enterprise Partnership and all programmes funded by New Anglia LEP. Based in Norwich, with an office in Ipswich, and is a company limited by guarantee. With a non-executive board of 18 and an executive team of 60 people, we work closely with local authorities and local businesses to drive growth and enterprise across Norfolk and Suffolk.

Relevant Policies

New Anglia 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.
- *Standards of Conduct Policy* – the organisation's standards make clear to employees and board members the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee and board member conduct and ethical behaviour when operating abroad and managing its supply chain.
- *Legal Working Policy* – the LEP takes appropriate steps to ensure the people it employs are working legally and to ensure the organisation is working within the law. Checks are carried out on all applicants employed to confirm they are legally allowed to work in the UK, with checks on appearance of the individuals, dates supplied and genuine documentation.
- *Procurement Policy* – the LEP sets out the expectation that suppliers have adequate policies and procedures in place to ensure that their business and their suppliers have a robust stance on slavery and human trafficking.

Risk Assessment and Due Diligence

We maintain a principal risk register which is reviewed monthly by the Management Committee. This risk register is used to identify areas of concern and to agree mitigating actions.

We work closely with our supply chain and build long-standing relationships in order to further reduce risk. We expect our suppliers to adhere to the requirements of the Modern Slavery Act 2015 and act to identify and prevent slavery or human trafficking in their own supply chains.

Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business we provide guidance and training to our staff. We encourage employee engagement, communication and the ability of an employee to raise concerns or grievances.

Board Approval

This statement has been approved by the board of directors, who will review and update it annually.

Chair's signature:

A handwritten signature in black ink that reads "Doug Field". The signature is written in a cursive style with a large, looping initial 'D'.

Chair's name:

Doug Field

Date:

23rd June 2020