



SLAVERY AND HUMAN TRAFFICKING STATEMENT

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Introduction

We oppose slavery and human trafficking in all its forms. This statement sets out the steps we have taken over the last financial year to ensure that there is no slavery or human trafficking in our business or in our supply chains.

Modern slavery refers to the exploitation of people for personal or commercial gain, where a person is unable to refuse or leave due to force, coercion, deception, or abuse of power. This can include human trafficking, slavery, servitude, and forced labour.

The most relevant form of modern slavery in the social care sector is forced or compulsory labour, where people may be forced to work through illegal means. Individuals on Health and Care Worker visas also present a relevant risk within the Social Care sector, there are risks around people being asked to repay high fees, working for very low wages, or not being given the opportunity to work in the job they were promised.

About us

We are a charity and multi stakeholder Co-operative providing support to vulnerable adults in the community across Wales.

Our supply chains mainly consist of UK-based suppliers and contractors, and their employees are protected under UK employment law and working time directives. Whilst the organisation does not conduct business in countries where there is a documented problem with human trafficking or modern slavery, we remain acutely aware of the need to ensure that companies within our supply chain share our commitment to treating

employees fairly and ethically.

Policies

Our Modern-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

All policies are reviewed on a rolling basis in response to statutory, regulatory or organisational changes.

Due diligence and risk assessment

To help identify and monitor the risk of slavery and human trafficking in our supply chain we

1. Ensure suppliers and sub-contractors are committed to ethical labour practices.
2. Include anti-slavery and human tracking provisions in all our contracts with suppliers.
3. We only employ agency workers through reputable employment agencies that adhere to their own anti-slavery and human trafficking policy (or equivalent policies).

The Organisation carries out internal and external audits which include policy compliance. The outcomes of these audits are included in reports to the Audit and Risk Committee and to the Board of Trustees. We do not believe there are any high-risk operations within the Organisation or with the supply chain with regards to modern slavery and human trafficking.

Child Protection, Protection of Vulnerable Adults and Safeguarding

Our environment is safe and secure for those we support, colleagues, volunteers and visitors. The Organisation is committed to ensuring individuals feel safe and are safe. We promote a climate where colleagues and those we support can feel confident to raise any concerns that they may have about their own welfare or the wellbeing of others. We have Safeguarding policies covering both vulnerable adults, and children, which are reviewed regularly. These policies inform how to escalate concerns to ensure that secure processes for identifying and supporting people who are at risk are in place. The policy specifically identifies trafficking within its guidance and includes steps to take when trafficking is suspected.

Employment

The Organisation expects all employees to demonstrate the highest standards of personal and professional conduct and is committed to a culture that promotes equality and diversity and stimulates a positive working and learning environment with a shared sense of belonging for all who work for us and use our services.

The Organisation is committed to equality and values diversity, and we recognise that the strength of the Organisation is built on the understanding of individual strengths and differences and respecting these differences.

The Organisation has a zero tolerance approach to bullying and harassment and is committed to enabling all employees to work without fear and be treated with dignity and respect. Employees must be able to carry out their role free from conflict, risk, harassment or any other behaviour which is compromising, demeaning or demoralising.

The Organisation has a range of employment policies in place including an Equality and Diversity policy, a Raising Concerns at Work policy, a Code of Conduct and a Dignity at Work policy that ensure that this ethos is put into place.

The Organisation employs people solely within the United Kingdom and has a statutory responsibility to undertake specified recruitment and vetting checks on individuals working within the Organisation and can demonstrate that rigorous vetting checks, including right to work in the UK, verification of identity, references, evidence of qualifications and criminal records disclosure have been carried out as required.

Raising Concerns at Work policy (Whistleblowing)

The Organisation's Raising Concerns at Work Policy applies to all employees and encourages them to raise concerns including when they are worried that someone is being mistreated, criminal offences, a miscarriage of justice, a risk to health and safety, damage to the environment, breach of a legal obligation or concealment of any of these matters.

Procurement

The Organisation is committed to ensuring that workers employed or engaged in its supply chains are treated fairly, humanely and equitably and to this end we shall comply, and shall ensure that its Sub-contractors comply, in relation to all workers employed or engaged by it directly or indirectly in connection with the supply of goods and the performance of the Services, with the Modern Slavery Act 2015. Any Agencies we work with are required to check an individual's right to work in the UK and carry out an enhanced DBS check prior to hiring colleagues.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we include information around both in our training programme.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Cartrefi Cymru Co-operative's slavery and human trafficking statement for the financial year ending 31st March 2026

Signed

Date 27th October 2025



Geraint Jenkins
Chief Executive Officer