

# ***Modern Slavery and Human Trafficking Statement***

**Royal Voluntary Service (“the Charity”) believes that exploitation is wrong. It is committed to ensuring that acts of slavery and human trafficking do not occur in the Charity’s activities and its supply chains.**

## ***This Statement sets out:***

- Royal Voluntary Service’s Modern Slavery and Human Trafficking Statement for the financial year ending 31 March 2019 in accordance with the Modern Slavery Act 2015 (“the Act”)
- the ways in which the Charity seeks to ensure that its activities and supply chains are free from slavery and human trafficking
- the actions the Charity plans to take in the financial year 19/20 to continue its support of the Act.

## ***The Charity, its activities and suppliers***

Royal Voluntary Service is one of Britain’s largest volunteering charities. It exists to inspire and enable people to give the gift of voluntary service to meet the needs of the day in their communities. With around 20,000 volunteers, the Charity provides much needed support in NHS hospitals, at home and in the community.

Royal Voluntary Service is a registered charitable company (registered charity number 1015988 (England and Wales) and SCO38924 (Scotland) with two wholly owned subsidiary companies, WRVS Services Welfare Limited and Royal Voluntary Service Meals on Wheels Limited (now dormant). It is governed by its Board of Trustees and operated by its CEO and Leadership Team.

In 2018/19, the Charity’s turnover was £53.2m supported by relationships with a variety of suppliers and the work of approximately 1,200 nationwide staff including over 80 support staff. The Charity’s supply chains for goods and services encompasses suppliers operating mainly within the UK and Europe, the majority of the whom provide goods and services, including those not for resale, to support the Charity’s activities in NHS hospitals.

## **The Charity's Policies**

The Charity requires high standards of responsible behaviour within the Charity and from its suppliers. Its Code of Conduct explains the Charity's core values and the expected behaviours within the Charity.

The following policies ensure that the Charity acts properly in its business relationships, implements and enforces effective systems and controls and conducts its activities in an ethical and transparent manner:

- **Ethical Policy:** This sets out the basis on which the Charity is prepared to engage with its suppliers. All new suppliers are required to sign a copy before they can contract with the Charity.
- **Procurement Policy:** This sets out required due process when entering into a relationship with a potential supplier.
- **HR Policies** Our HR Policies include “right to work in the UK checks” and payment for all employees of at least the National Living Wage to safeguard against human trafficking and being forced to work against will.
- **Safeguarding Policy** This helps everyone to be alert for, to identify and report any potential safeguarding issues including those relating to slavery and human trafficking.
- **Whistleblowing Policy:** This emphasises that all employees and volunteers know that they can, without fear of reprisal, raise concerns about the treatment of individuals connected with the Charity or practices within the Charity's activities and/or supply chains
- **Anti-Bribery & Corruption Policy:** This emphasises the Charity's commitment to lawful and ethical behaviour in all areas of activity.

## **The Charity's due diligence processes**

The Charity's approach to managing modern slavery and human trafficking risk within its supply chain is embedded in its supplier tendering and selection processes. These include consideration of certain factors before a supplier is awarded a contract, for example consideration of a potential supplier's reputation, integrity, financial strength, compliance with legislation and best practice and its ethical stance. Once selected as a supplier, new suppliers are required to sign the Charity's Ethical Policy. During the year, additional and more probing questions regarding anti-slavery and human trafficking have been built into the new supplier application process and these will continue to be used.

The Charity's standard terms and conditions of supply require suppliers to comply with the law and include the responsibilities of its suppliers in relation to modern slavery and human trafficking. These extend to any subcontractors used by a supplier.

## Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking all new starters are trained in a variety of policies including those above. In addition, those involved in the procurement and buying processes receive particular training and support in the specific day to day processes that they use.

## The Charity's Performance Indicators

The Charity monitors the effectiveness of the steps that it takes to ensure that slavery and/or human trafficking is not taking place within its activities or supply chain by tracking any reports from employees, volunteers, the public or law enforcement agencies which might indicate that modern slavery practices have been identified. During the financial year 18/19 the Charity's Audit & Risk Committee did not receive any such reports.

## Planned actions

The Charity will continue to monitor its supply chains and due diligence processes to ensure that it is as informed as possible about its suppliers and any associated risk. We intend to develop a specific modern day slavery and human trafficking risk register to help the Charity better prioritise these risks in its supply chains. Consideration will also be given to the development of a specific Modern Day Slavery Policy.

The Statement has been approved by the Charity's Trustees and Directors who will review and update it where necessary on an annual basis.

Approved by: **Charity's Trustees** on **09 July 2019**

Signed by: **Richard Greenhalgh**  
*Chair of Trustees*  
*Royal Voluntary Service*

