

MODERN SLAVERY STATEMENT

1. INTRODUCTION

- 1.1 We believe that modern slavery is a violation of fundamental human rights. There are various forms of this, and it generally deprives victims of their liberty and often involves financial exploitation.

2. OUR DEFINITION OF MODERN SLAVERY

- 2.1 Our definition of modern slavery includes:
- a. Human trafficking;
 - b. Child labour;
 - c. Forced work, through mental or physical threat;
 - d. Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
 - e. Being dehumanised, treated as a commodity or being bought or sold as property; or
 - f. Being physically constrained or to have restriction placed on freedom of movement.
- 2.2 We do not tolerate slavery or human trafficking in any part of our business, and we strive to ensure that it does not take place in our supply chains.

3. OUR COMMITMENT

- 3.1 YMCA England & Wales will not knowingly support or deal with any businesses involved in slavery or human trafficking.
- 3.2 We acknowledge our responsibility to comply with all principles of the Modern Slavery Act 2015 and we are committed to taking proactive steps to identify, prevent and mitigate any actual or potential risks in these areas. This includes communications with our staff and the ability to report concerns through our **Code of Conduct** and via our **Whistleblowing Policy**.
- 3.3 If we become aware of any link to slavery or human trafficking or any other activity which is unethical, we will treat this very seriously, which may result in disciplinary action and dismissal or ceasing to work with Companies that provide us with goods, donations or services.

MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54 (Part 6) of the Modern Slavery Act 2015. It has been approved by the Board of Trustees and is signed by Denise Hatton, CEO & National Secretary.

A handwritten signature in black ink that reads "Denise Hatton". The signature is written in a cursive, flowing style.

Denise Hatton

CEO & National Secretary

16 June 2020

VERSION	AUTHOR	DATE	DESCRIPTION / CHANGE
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1.0	Human Resources	June 2020	Final version

YMCA ENGLAND & WALES

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YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION