



# Modern Slavery Policy

## **1. Introduction**

I Can Do That! CIC is committed to preventing modern slavery and human trafficking in all its forms. We recognize our responsibility to act ethically and with integrity in all our business dealings and relationships, and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

## **2. Policy Statement**

I Can Do That! CIC condemns slavery and human trafficking in all its forms and is committed to:

- Complying with all relevant legislation, regulations, and international standards relating to modern slavery.
- Upholding the principles of freedom, dignity, and human rights for all individuals.
- Ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains.
- Taking steps to identify and assess potential risks of modern slavery in our operations and supply chains.
- Implementing effective measures to prevent, detect, and address any instances of modern slavery.
- Providing training and raising awareness among our employees and stakeholders to recognize and respond to modern slavery risks.
- Collaborating with suppliers, contractors, and other business partners to promote transparency and ethical practices throughout our supply chains.

## **3. Responsibilities**



It is the responsibility of all employees, contractors, and other parties working on behalf of I Can Do That! CIC to:

- Familiarize themselves with this Modern Slavery Policy and comply with its provisions.
- Undertake training provided on Modern Slavery and any follow CPD provided by line management.
- Report any concerns or suspicions regarding modern slavery or human trafficking promptly to the designated point of contact.
- Cooperate with any investigations into allegations of modern slavery or human trafficking.

#### **4. Risk Assessment and Due Diligence**

I Can Do That! CIC will conduct regular risk assessments to identify and evaluate the potential risks of modern slavery in its operations and supply chains. This may include:

- Assessing the geographical locations of suppliers and the prevalence of modern slavery in those regions.
- Reviewing the labour practices and working conditions of suppliers and contractors.
- Evaluating the effectiveness of existing controls and monitoring mechanisms.

Based on the findings of risk assessments, I Can Do That! CIC will implement appropriate due diligence measures to mitigate modern slavery risks and ensure compliance with this policy.

#### **5. Training and Awareness**



I Can Do That! CIC will provide training and awareness-raising initiatives to ensure that employees and relevant stakeholders understand:

- The risks and impacts of modern slavery and human trafficking.
- How to recognize the signs of modern slavery and report concerns effectively.
- Their responsibilities under this policy and relevant legislation – see Safeguarding and Prevent policy.

## **6. Monitoring and Compliance**

I Can Do That! CIC will monitor compliance with this Modern Slavery Policy on an ongoing basis and will review its effectiveness regularly to ensure that it remains relevant and fit for purpose. Non-compliance with this policy may result in disciplinary action, up to and including termination of employment or contractual relationship. This will include any employer relationships we have established.

## **7. Communication and Reporting**

This Modern Slavery Policy will be communicated to all employees, contractors, and other relevant stakeholders, and will be made publicly available on I Can Do That! CIC's website. Any breaches of this policy or suspicions of modern slavery will be reported and investigated promptly, and appropriate action will be taken in accordance with applicable laws and regulations.

## **8. Review and Amendment**

This Modern Slavery Policy will be reviewed annually and may be amended from time to time in response to changes in legislation, regulations, or business operations.

## **9. Contact Information**



For further information about this Modern Slavery Policy or to report any concerns or suspicions regarding modern slavery or human trafficking, please contact Amanda Moss (Director) [amanda@icandothat.co](mailto:amanda@icandothat.co) .

Dated checked – 01/09/2025

Next review date – 01/09/2026