

The logo consists of a light green rectangular box with a darker green horizontal bar at the top. Inside the box, the text "Centre for Policy Research on" is in a smaller, dark teal font, and "Men and Boys" is in a larger, bold, dark teal font.

Centre for Policy Research on **Men and Boys**

Centre for Policy Research on Men and Boys

Modern Slavery and Human Trafficking Policy

1. Policy Statement

The Centre for Policy Research on Men and Boys (CPRMB) is committed to preventing modern slavery and human trafficking in all its activities, partnerships and supply chains. We recognise our responsibility under the **Modern Slavery Act 2015** and our wider ethical duty as a charity to protect human rights and act with integrity.

We take a **zero-tolerance approach** to modern slavery and are committed to acting ethically and transparently in all that we do. We will not knowingly support or engage in any business or activity that involves exploitation, forced labour, servitude or human trafficking.

2. Scope of the Policy

This policy applies to:

- All employees, trustees, associates, secondees and volunteers
- All contractors, consultants and suppliers
- All partners and collaborating organisations
- All procurement and commissioning activities
- All research projects, events and services delivered by or on behalf of CPRMB

This policy covers all operations within the United Kingdom and any international activity undertaken by the Centre or its partners.

3. Definitions

Modern slavery is a crime and a violation of fundamental human rights. It includes:

- Slavery and servitude
- Forced or compulsory labour
- Human trafficking

These practices involve the exploitation of people for personal or commercial gain and are criminal offences under the Modern Slavery Act 2015.

4. Our Commitment

CPRMB is committed to:

- Acting ethically and with integrity in all business relationships
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our operations or supply chains
- Supporting the protection of vulnerable individuals, including those with lived experience relevant to our research
- Ensuring safe, fair and lawful working conditions for everyone working with or for us

5. Governance and Responsibilities

5.1 Board of Trustees

The Board has overall responsibility for ensuring that CPRMB complies with the Modern Slavery Act and that appropriate policies and procedures are in place.

5.2 Director

The Director is responsible for:

- The day-to-day implementation of this policy
- Ensuring staff and volunteers are aware of their responsibilities
- Ensuring appropriate due diligence is carried out
- Reporting any confirmed incidents to the Board and relevant authorities

5.3 Staff, Volunteers and Associates

All individuals working for or on behalf of CPRMB must:

- Familiarise themselves with this policy
- Remain vigilant to the risks of modern slavery
- Report any concerns in line with Section 10 of this policy

6. Risk Assessment

As a UK-based research and policy charity, CPRMB assesses its direct operational risk of modern slavery as **low**, but recognises that risk may arise in:

- Procurement of goods and services (e.g. IT equipment, event services, printing, facilities)
- Use of consultants, freelancers and agency staff
- International research collaborations or commissioned fieldwork
- Events hosted by third-party venues
- Digital and outsourced services

We are committed to keeping this risk assessment under review.

7. Due Diligence and Supply Chain Management

CPRMB will:

- Conduct proportionate due diligence on suppliers and contractors
- Prioritise suppliers that demonstrate ethical employment practices
- Include appropriate anti-slavery clauses in contracts, where feasible
- Request confirmation that suppliers comply with the Modern Slavery Act 2015, or have their own Modern Slavery Statements where required

- Avoid working with organisations where credible concerns exist regarding labour exploitation and safeguards are insufficient

8. Recruitment and Employment Practices

CPRMB is committed to fair, transparent and lawful recruitment and employment practices:

- All staff, associates and volunteers have the right to work lawfully in the UK
- We do not charge any recruitment fees to individuals
- All workers are free to leave employment in accordance with their contracts
- We ensure that pay, terms and conditions meet or exceed legal requirements
- We do not tolerate coercion, threats, withholding of documents, or any form of forced labour

9. Training and Awareness

CPRMB will:

- Ensure trustees and senior staff are aware of their legal responsibilities under the Modern Slavery Act
- Provide guidance and awareness-raising to staff and volunteers where appropriate
- Encourage a culture of openness and accountability where concerns can be raised safely

10. Reporting Concerns (Whistleblowing)

Any individual who suspects modern slavery connected to CPRMB's operations, partners or supply chains must report this immediately.

Reports may be made to:

- The Director
- The Chair of Trustees

- The Designated Safeguarding Lead (if separate)

Concerns can be raised confidentially and without fear of retaliation.

If appropriate, referrals may be made to:

- The police
- The UK Modern Slavery Helpline (08000 121 700)
- The Charity Commission or other regulators

11. Responding to Incidents

If modern slavery is identified or suspected:

- CPRMB will act immediately to ensure the safety of any affected individuals
- Relevant authorities will be informed as required by law
- The Board will be notified
- CPRMB will cooperate fully with any investigation
- Any supplier or partner found to be involved knowingly in modern slavery may have their contract terminated

12. Monitoring and Review

- This policy will be reviewed annually by the Board of Trustees
- It will also be reviewed following any significant incident or material change in activities
- CPRMB will consider publishing an annual **Modern Slavery Statement** if required under the Act or if deemed good governance practice

13. Related Policies

This policy should be read alongside:

- Safeguarding Policy

- Whistleblowing Policy
- Code of Conduct
- Equality, Diversity and Inclusion Policy
- Procurement and Financial Controls Policy

Signed on behalf of the Board of Trustees:

Name: Professor Roger Kirby

Role: Chair of Trustees

Date: 11 December 2025