

Modern Slavery Policy

Introduction

Modern Slavery is an international crime affecting an estimated 330 million people around the world.

There are different types of modern slavery, but the key definitions of a person in slavery include:

- A person owned or controlled by an employer
- A person who has been dehumanised, treated as a commodity, or bought and sold as property
- A person who is physically constrained, or has restrictions placed on their movement
- A person forced to work through threat

In October 2015, the Modern Slavery Act was passed which formalised the UK government's commitment to abolishing modern slavery in all of its forms across the UK.

Great Places is committed to the prevention of all types of modern slavery. This policy is intended to outline our commitments to our workforce, our customers, and all third parties that we come into contact with.

Aims & Objectives

All organisations with a UK turnover exceeding £36 million have a legal duty to publish an annual statement which outlines their commitment to this issue. Whilst ZED PODS Ltd, Under the terms of the Modern Slavery Act, are not currently required to reporting under the act, we have an internal Modern Slavery Policy and onboarding process for sub-contractors. We also aim to ensure that our supply chain does not rely on modern slavery.

Spotting the signs of modern slavery

Victims of modern slavery can be unwilling to come forward and may fear of reprisal. We have a key role to play in preventing it by identifying and supporting potential.

The following are some of the common signs to be aware of:

1. Physical appearance – victims may show signs of physical or psychological abuse or appear withdrawn.

2. Isolation – victims not travel on their own, seem under the control of others, rarely interact or appear unfamiliar with their neighbourhood or where they work.
3. Few or no personal effects – victims may have no identification documents, have few personal possessions and always wear the same clothes.
4. Restricted freedoms of movement – victims have little opportunity to move freely and may have had their travel documents retained.
5. Unusual travel times – they may be dropped off / collected at work on a regular basis either very early in the morning or late at night.
6. Reluctant to seek help – victims may avoid eye contact, appear frightened or hesitant to talk to strangers, and fear law enforcement for many reasons, such as not knowing who to trust or where to get help.

Working with our supply chain

Modern slavery questions are contained in our onboarding process. If a supply chain partner is unable to provide a positive, reasonable response to the modern slavery selection questions, the supply chain partner will not pass our onboarding process.

Addressing any concerns

If we suspect modern slavery is happening , colleagues should speak to their line managers to discuss suspicions, and to seek support in taking the concerns forwards.

In the UK, the government has set up the Modern Slavery helpline which is completely anonymous:

Tel: 08000 121 700

Online: www.modernslaveryhelpline.org

In emergency situations, colleagues should always contact the Police, but remember, if there is a suspicion that slavery is occurring, colleagues should not attempt to confront the issue directly. Colleagues need to ensure the safety of the victim, and their own personal safety.

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Policy Approval Date:	April 2021/ April 2022/ April 2023
Equality Impact Assessment Date:	N/A
Policy Review Date:	With Turn-over requirement
Lead Team:	Operations
Level of Authorisation Required:	Directors