



Modern slavery statement

Impact Initiatives (Impact) is governed by our Articles of Association and a board of trustees who volunteer their time to help direct our work. They delegate the day to day running of the charity to our Chief Executive who leads and supports our 96 members of staff who are paid at least the Brighton Living Wage.

Impact's policy is to have a zero tolerance to modern slavery. We will not tolerate or condone it within any part of our organisation or supply chain. We strive to act ethically and with integrity in all our activities and relationships to make sure modern slavery is not taking place anywhere within Impact Initiatives or in any of our supply chains. This is borne out in our checks and policies relating to contractors we use, businesses and other charities we work with and our recruitment and training of staff and volunteers.

Whilst Impact is not a relevant commercial organisation that meets the threshold in Section 54 of the Modern Slavery Act 2015, we seek to demonstrate our commitment to the principles within the Act. We believe the risk of modern slavery being within our supply chain to be small compared to large corporations however we have this policy and practice to ensure we apply all due diligence and ensure we are constantly reminded to be vigilant.

Impact Initiatives has contracts for several areas of work where there is potential risk which include:

- the maintenance of our properties
- IT support and supply
- marketing agencies
- HR and Health and Safety specialist advice

Our Use of External Contractors, Recruitment, Safeguarding and Whistle Blowing policies which include carrying out employment checks, to ensure that people have the right to work for us ensure we employ due diligence in these areas.

The nature of our work is that we support people who may be vulnerable to modern slavery and so ensure all service users know they can get support from us if this is an issue for them. We provide relevant staff with specific training making sure they are aware how to report any suspicions or reports. Impact also provide Safeguarding training both internally and externally which covers identifying Modern Slavery.