

DYFED ARCHAEOLOGICAL TRUST
ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY



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Date of review following re-adoption:

DYFED ARCHAEOLOGICAL TRUST

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POLICY

Dyfed Archaeological Trust ('the Trust') is committed to ensuring that all its business is conducted to the highest ethical standards and in compliance with the Modern Slavery Act 2015 in order to protect workers from being abused and exploited. We expect the same high standards from our business partners, contractors and suppliers.

GENERAL

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

BASIC RIGHTS

Basic rights which we expect all workers to enjoy, include:

- the right to work free of coercion through the use of violence, intimidation or more subtle means
- the right to a reasonable wage
- the right to a safe working environment
- the right to an appropriate level of holiday and cover for a period of sickness
- the freedom to complain directly if they believe that they or others are not being fairly treated or have any other concerns

APPROACH

The Trust will ensure that all its staff and trustees are fully briefed on the implications of this Policy.

The Trust staff and trustees will be required to abide by this Policy.

All concerns raised in relation to modern slavery and trafficking, including those perceived as affecting the Trust's business partners, contractors and suppliers, will be taken seriously by the Trust and responded to appropriately; this may involve reporting concerns to the police. See the Trust's Whistleblowing Policy on reporting concerns.

Breaches of this Policy may result in the Trust invoking its Disciplinary Procedure.