

## **Modern Slavery and Human Trafficking Statement**

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.

We are committed to improving our practices to combat slavery and human trafficking.

**This statement recognises section 54 of the Modern Slavery Act 2015 and constitutes Restless Development's slavery and human trafficking statement.**

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking within our employee teams. Restless Development endeavours to ensure that all staff have appropriate terms and conditions of employment while managing our resources prudently so we can support and develop our programmes. We review our global salary scales periodically to ensure they are competitive in the labour markets where we work (and adhere to national minimum wages regulations).

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk, our current safeguarding policy and security procedures highlight modern slavery and trafficking as a serious issue of harm and a serious security issue. We also have a whistleblowing policy which protects those who share concerns over incidents of modern slavery and human trafficking.

To ensure all those in our supply chain, contractors and partners comply with our values, we are introducing a supply chain compliance programme in our annual internal audit processes. This includes measures to focus on diligence to anti-slavery measures in our supply chains, supplier contracts and procurement processes. In response to this audit, we will introduce systems which:

- Identify and assess potential risk areas in our supply chains and in the partner organisations we work with;
- mitigate the risk of slavery and human trafficking occurring in the partner organisations we work with and our supply chains;
- monitor potential risk areas in our future supply chains and partners;

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