



## Exeter Food Action Modern Slavery Policy

Modern slavery is a serious issue affecting many people around the world. As a responsible charity, Exeter Food Action (EFA) is committed to taking all necessary measures to prevent and detect any potential incidents of modern slavery within our organization and supply chain.

### 1. Introduction

EFA is committed to ensuring that there is no modern slavery or human trafficking in any part of our organisation. This policy outlines the steps that we will take to prevent and detect any potential incidents of modern slavery within our organisation and supply chain.

### 2. Definition of Modern Slavery

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour and human trafficking. These are all forms of exploitation where people are deprived of their freedom and forced to work under oppressive conditions. Modern slavery can take many forms, including forced labour, debt bondage and human trafficking for labour or sexual exploitation.

### 3. Policy Statement

EFA is committed to ensuring that modern slavery does not take place in our organization or supply chain. We will not tolerate any form of modern slavery and will take all necessary steps to prevent, detect and eliminate it from our organisation and supply chain.

### 4. Our Responsibilities

EFA recognizes that we have a responsibility to respect and promote the human rights of our employees, volunteers, beneficiaries and anyone affected by our activities.

**4.1 Awareness:** Ensure that all employees, volunteers, trustees and other stakeholders are aware of our Modern Slavery Policy and the actions we are taking to prevent modern slavery.

**4.2 Due Diligence:** Conduct due diligence on our supply chain to identify potential risks of modern slavery.

**4.3 Collaboration on Standards:** Work collaboratively with suppliers and contractors to ensure that they meet our standards on modern slavery and human rights.

**4.4 Recruitment:** Ensure that all recruitment processes are fair and transparent, and that no person is subject to any form of forced or compulsory labour.

**4.5 Appropriate Action:** Investigate and take appropriate action in response to any reported incidents of modern slavery.

## 5. **Supplier and Contractor Due Diligence**

EFA will conduct due diligence on our suppliers and contractors to identify potential risks of modern slavery within our supply chain. We will work collaboratively with suppliers and contractors to ensure that they meet our standards on modern slavery and human rights.

## 6. **Reporting Suspected Incidents of Modern Slavery**

EFA encourages all staff, volunteers, trustees and other stakeholders to report any suspected incidents of modern slavery within our organization or supply chain. All reports will be treated confidentially and appropriate action will be taken in response to any reported incidents.

## 7. **Monitoring and Review**

EFA will monitor the effectiveness of this policy and review it annually to ensure that it remains relevant and effective. We will also review this policy in response to any changes in legislation or best practice.

## **Conclusion**

EFA is committed to preventing and detecting modern slavery within our organization and supply chain. We will take all necessary steps to ensure that we meet our responsibilities and respect the human rights of all those affected by our activities.

**Agreed by Trustees on: 28.02.26**

**Date for review: February 2027**