



ARG UK Modern Slavery Policy

Amphibian & Reptile Groups of UK (ARG UK) is a registered charity (number 1165504) committed to the conservation of native amphibians and reptiles and their natural environment by supporting the development of a network of independent volunteer amphibian and reptile groups (ARGs).

1. How we define Modern Slavery

Slavery, forced labour, servitude, and human trafficking are types of 'Modern Slavery' – criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.

We conduct our charitable activities fairly, ethically and with respect to fundamental human rights. We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains. We will not tolerate it.

2. Application of our Modern Slavery Policy

You must read and comply with this policy if you work for, or on behalf of us in any capacity including as: an employee, director, officer, worker, consultant, volunteer, supplier or service provider.

Failure to comply with this policy may result in disciplinary action, including dismissal, or termination of the contract between you and us. It could also involve other legal steps being taken against you.

Our Anti-Slavery Officer ('ASO') is Angela Julian. They are responsible for this policy.

3. Preventing Modern Slavery in our organisation

3.1 Staff

We carry out appropriate checks on all employees, recruitment agencies and suppliers, so that we know who is working for us or on our behalf.

We give every employee a written employment contract, and he or she is paid in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

All employees are required to sign a copy of this policy to show they have read and understood it.

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3.2 Suppliers

If you supply us with goods or services, you must assess your business and supply chains and confirm to our ASO that you:

- Comply with your legal obligations, in relation to Modern Slavery; and
- Are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains.

If you breach this policy, or are found to have Modern Slavery in your business, or knowingly in your supply chain, we may terminate our contract with you and pursue legal remedies against you.

3.3 If you are a subcontractor providing services for us

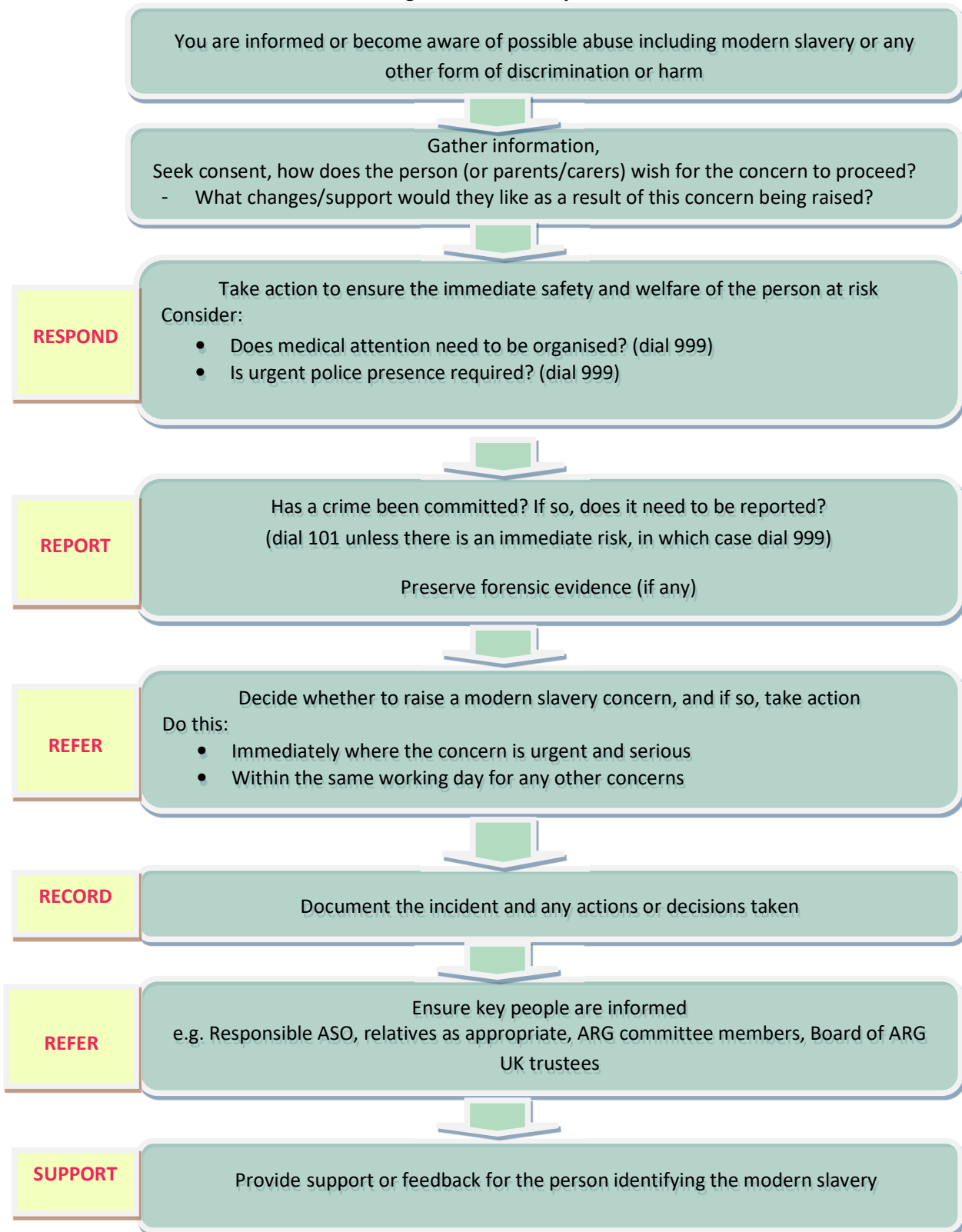
You must immediately report any suspicions of Modern Slavery in our business or supply chains to our ASO. Our ASO will investigate and report to our Board of Trustees within a period of 2 weeks, on actions which may require to be taken.

You will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately tell our ASO and, if you are an employee, refer to our Anti bullying and Harassment Policies.

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What should I do if I am concerned?

Raising a modern slavery concern



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NOTE: Incidents of modern slavery may be one-off or multiple and may affect one person or more. Staff and volunteers should look beyond single incidents to identify patterns of harm. Accurate recording of information will also assist in recognising any patterns.

Confidentiality and information sharing

ARG UK expects all its staff, volunteers and trustees to maintain confidentiality at all times. In line with Data Protection law, ARG UK does not share information if not required.

It should however be noted that information will be shared with authorities if a person is deemed to be at risk of immediate harm. Sharing the right information, at the right time, with the right people can make all the difference to preventing harm. For further guidance on information sharing and safeguarding see: <https://www.scie.org.uk/care-act-2014/safeguarding-adults/sharing-information/keymessages.asp> and <https://www.ukri.org/what-we-do/supporting-healthy-research-and-innovation-culture/bullying-and-harassment/>