

# Modern Slavery Statement

## Introduction from the Chief Executive

VoiceAbility has a zero-tolerance approach to modern slavery, and we strive to act ethically and with integrity to ensure that it is not taking place anywhere in our own organisation or in any of our supply chains.

We ensure our approach and stance is clear with our partner organisations. We recognise and take seriously our responsibility to follow all principles of the Modern Slavery Act 2015.

## Structure

We are an independent charity and one of the UK's largest providers of advocacy and involvement services. We've been supporting people to be heard in decisions about their health, care, and wellbeing for almost 40 years.

VoiceAbility is governed by a Board of Trustees who volunteer their time to help direct our work. They oversee the running of our organisation at a strategic level.

As one part of their duties our Safeguarding subcommittee reviews our approach to following all aspects of the Modern Slavery Act 2015 and reports regularly to the Board.

Our Executive Leadership Team lead and manage over 500 staff and volunteers.

## Approach

We implement and enforce effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in VoiceAbility or our supply chains. Our zero-tolerance approach to Anti-slavery and Human Trafficking reflects our commitment to always acting ethically and with integrity.

We will treat any breach of our approach to Anti-slavery and Human Trafficking very seriously. For example, any employee who breaches our legal standing will face disciplinary action, which may result in dismissal for misconduct or gross misconduct.

Our commitment towards Anti-Slavery and Human Trafficking is demonstrated through it being embedded within our safeguarding training for staff and volunteers, with training occurring at induction and then regularly refreshed.

We regularly review and update all relevant policies and have processes, including training, in place to check their effectiveness.

## Suppliers

We use a specified range of suppliers who support our operations and supply services. We are committed to ensuring that our suppliers share in our high standards and that there is no slavery or human trafficking in our supply chain.

We ensure that where applicable all our major suppliers are compliant with the annual reporting requirements contained within section 54 of the Modern Slavery Act.

Our procurement policy and contract guidance require contractors to follow relevant sections of our safeguarding, health and safety, and Living Wage policies. Should any of our suppliers or subcontractors not meet these standards, we will review or stop our relationship with them.

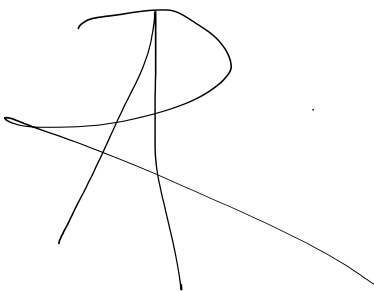
We regularly assess the effectiveness of all actions, to ensure that they meet our objectives, and to decide whether further steps are needed.

## Continued commitment

We recognise the importance of keeping constant vigilance to find and address any issues associated with slavery and human trafficking in VoiceAbility and throughout our supply chains.

We are committed to continuing to enhance our ability to find and mitigate or prevent any actual or potential risks in these areas. This includes communications through various channels with our internal teams and the ability to report concerns through our Whistleblowing process.

This statement is made pursuant to section 54 (Part 6) of the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to be 'Ali Reid', written over a horizontal line.

**Ali Reid**  
**Chair**