



Reg. Charity 1092515

1 Down Barn Close
Winterbourne Gunner
Salisbury
SP4 6JP

www.greatbustard.org



Patron: HM King Charles III

Modern Slavery Policy

1. Purpose

The Great Bustard Group is committed to preventing modern slavery and human trafficking in all aspects of our work and supply chains. We recognise our responsibility to act ethically and with integrity, and to ensure that modern slavery does not take place within our organisation or in the organisations we work with.

This policy supports compliance with the principles of the Modern Slavery Act 2015.

2. Scope

This policy applies to:

- Trustees
- Employees
- Volunteers
- Contractors and consultants
- Suppliers and partner organisations

It covers all areas of our work including procurement, partnerships, volunteering activities and project delivery.

3. What is Modern Slavery?

Modern slavery is a crime and a violation of fundamental human rights. It includes:

- Slavery
- Servitude
- Forced or compulsory labour
- Human trafficking
- Exploitation of vulnerable individuals

It can occur in many sectors and supply chains, including manufacturing, agriculture, construction and service industries.

4. Our Commitment

The Great Bustard Group will:

- Operate with integrity and transparency in all activities.
- Take reasonable steps to ensure that modern slavery does not occur in our organisation or supply chains.
- Work with suppliers and partners who share our ethical values.
- Raise awareness of modern slavery risks where relevant to our work.
- Act appropriately if concerns are identified.

5. Recruitment and Employment

We aim to ensure ethical employment practices by:

- Conducting fair and transparent recruitment processes.
- Ensuring employees and volunteers participate freely and are not coerced.
- Paying employees in accordance with UK employment law.
- Ensuring that workers have the right to work in the UK where required.

6. Procurement and Suppliers

Where possible, the Great Bustard Group will:

- Work with reputable suppliers and contractors.
- Expect suppliers to comply with relevant labour laws and ethical standards.
- Avoid purchasing goods or services where there is known evidence of exploitation.
- Raise concerns with suppliers if modern slavery risks are identified.

For higher-risk purchases or partnerships, we may request assurances that suppliers comply with ethical labour practices.

7. Reporting Concerns

Anyone connected with the Great Bustard Group who suspects modern slavery or exploitation should report concerns to:

- A trustee
- The Executive Officer
- A designated safeguarding lead

Reports will be treated seriously and handled confidentially where possible.

Where appropriate, concerns may be reported to relevant authorities such as the UK Modern Slavery Helpline.

8. Responsibilities

Trustees

Trustees are responsible for:

- Ensuring the organisation acts ethically.
- Reviewing and approving this policy.
- Responding appropriately to any concerns raised.

Staff and Volunteers

Staff and volunteers must:

- Be aware of this policy.
- Act ethically in their work and decisions.
- Report any concerns about exploitation or forced labour.

9. Monitoring and Review

This policy will be reviewed periodically (at least every three years) by the Board of Trustees to ensure it remains appropriate for the organisation's activities.

Approved by:



David Waters
Executive Officer

Date: 2nd October 2025