

# Modern Slavery Statement



Imago Community has a zero-tolerance approach to modern slavery. We strive to act ethically and with integrity in all of our activities and relationships to make sure modern slavery is not taking place anywhere in Imago or in any of our supply chains. We will also make sure our approach is clear with our partner organisations.

We believe that a modern slavery statement is an important part of our approach to implementing our ethical policy. We have opted to adopt a statement which we will update and publish annually on our website, although we are not required to have such a statement under current regulations.

Modern slavery is addressed in key relevant policies including recruitment, safeguarding and whistleblowing.

## Organisation structure and supply chain

Imago Community is a well-respected charity and social business delivering commissioned services and social action with vulnerable adults, children, young people and carers, and their families, across Kent, Medway, East Sussex, and South & East London. We have over 30 years' experience and expertise in successfully mobilising large and complex services.

We are governed by our articles of association and a board of trustees who volunteer their time to help direct our work. They oversee our chief executive and directors who manage our circa 160 staff.

Imago uses a number of suppliers to enable it to carry out its activities which include:

- the maintenance of our properties
- the maintenance of our vehicles
- IT support contracts

Imago carries out employment checks, including making sure that our people have the right to work for us and we pay at least the Living Wage. Where we use recruitment agencies to fill temporary roles, we make sure their practices meet our standards.

## Strategy for addressing the risk of modern slavery

Imago considers the risk of modern slavery to be related to our supply chain and therefore, our procurement policy and procedures are key to this. We will:

- review our procedures and create updated procurement documents
- roll out a risk assessment for current and new suppliers

## Continuous improvement

The next steps in our work are:

- following approval of our procurement policy, we will review our related policies and documents to make sure these demonstrate the robustness of our approach to removing the risk of modern slavery from our supply chain
- to update our staff on our new policies and procedures
- that we will roll out our procurement approach to all current suppliers
- that we will use our procurement approach to review all new suppliers