

Modern Slavery Act

Introduction

We are committed to improving our practices to combat slavery and human trafficking. The main way in which we do this is by ensure all relevant safeguarding checks are completed prior to working with any suppliers. We also ensure that all employees are aware of the Whistleblowing Policy as well as the Fairness and Dignity at Work policy.

About Our Charity

The National Autistic Society is the leading UK charity for autistic people (including those with Asperger syndrome) and their families. We provide information, support and pioneering services, and campaign for a better world for autistic people.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence

As part of our initiative to identify and mitigate risk we ensure that all recruitment checks are completed including right to work checks, reference checks and Disclosure Scotland check. (Both for internal employees and agency employees)

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. To ensure that we comply with our zero tolerance slavery and human trafficking policy we have involvement from the following

departments:

- Legal
- Audit and compliance.
- Human resources
- Procurement

Our effectiveness in combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Regular Audits of Agency employees training and checks
- HR file audits to ensure that all safeguarding and recruitment checks have been completed. (PVG, References, Right to Work)
- Regular training on the whistleblowing policy, ensuring all employees are aware of it.
- E-Learning on Fairness and Dignity in the workplace.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes NAS slavery and human trafficking statement