

Modern Slavery Commitment

Our Organisation

LDN London provides services for people with learning disabilities across London. Our vision is to enable learning disabled Londoners to stay healthy, be safe, and live well in a society where people with learning disabilities are valued as equal citizens, having the chance to make full use of everything their community has to offer, just like everybody else.

Our Commitment

We are not legally required to have a modern slavery statement; however, we are deeply committed to reducing the risks of modern slavery within our operations and supply chain. Our commitment is driven by our values and a strong sense of social responsibility.

We recognise that modern slavery, in all its forms, including slavery, servitude, forced and compulsory labour, and human trafficking, is a global issue affecting millions of people. We are committed to implementing and enforcing effective systems and controls to ensure that modern slavery does not take place anywhere in our organisation or suppliers.

We actively work to ensure that all our organisational practices promote fairness, transparency, and respect for human rights. By conducting thorough due diligence, engaging with suppliers who share our values, and providing training to our employees on recognising and addressing signs of exploitation, we work to create a safe and equitable environment for all.

Our proactive approach reflects our dedication to contributing positively to the fight against modern slavery, despite the absence of a legal requirement.

We will work proactively with national and local government, law enforcement agencies, businesses, and our local communities to:

- Demonstrate strong local leadership for anti-slavery initiatives.
- Raise awareness amongst our staff, partners, and the people we support.
- Train our staff to recognise and respond appropriately to potential signs of slavery.
- Share intelligence and information to help detect slavery.
- Support victims and survivors in our communities.
- Remove slave-based labour from our supply chains.
- Contribute to building a prosperous and slavery-free local economy.

We understand that individuals with learning disabilities are particularly vulnerable to exploitation and abuse. Therefore, we have implemented rigorous measures to safeguard against modern slavery within our organisation and externally with our suppliers and contactors and partners.

Our Policies

Our comprehensive policies, due diligence processes, and training programmes are designed to protect the rights and dignity of the people we support and their staff, ensuring a safe and inclusive environment where everyone is valued and respected.

We have a range of policies and procedures in place that contribute to our commitment to combating modern slavery:

- **Modern Slavery and Human Trafficking Policy:** This policy outlines our zero-tolerance approach to modern slavery and sets out the steps we take to ensure that slavery and human trafficking are not present in our business or supply chains.
- **Whistleblowing Policy:** We encourage all our employees, volunteers, and business partners to report any concerns related to the direct activities or the supply chains of LDN London. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- **Recruitment Policy:** We ensure that our recruitment practices are fair, transparent, and in line with legal requirements. We conduct appropriate checks to safeguard against human trafficking and exploitation.
- **Supplier Code of Conduct:** We expect all our suppliers to adhere to the highest standards of ethics and to implement procedures to prevent modern slavery in their operations. We conduct due diligence to ensure that our suppliers comply with these standards.
- **Anti-Bribery, Anti-Fraud, and Corruption Policies:** These policies reflect our commitment to acting ethically and with integrity in all our business relationships.

For the people we support our Safeguarding policies, procedures, and guidelines, provide information on identifying signs of abuse or exploitation, such as unusual financial transactions, sudden changes in behaviour, or unexplained injuries.

Effective support strategies include providing information on modern slavery, using accessible formats such as easy-read materials or visual aids and supporting people to understand their rights, recognise signs of exploitation, and understand how to report concerns.

Risk Assessment and Due Diligence

We regularly assess and address the risks of modern slavery within our organisation and supply chains:

- **Risk Assessment:** We conduct risk assessments to identify and address any areas of our operations or supply chains where there may be a risk of modern slavery.
- **Due Diligence:** We carry out due diligence on our suppliers and partners, ensuring they meet our ethical standards. This includes evaluating their labour practices and their own efforts to combat modern slavery.
- **Training and Awareness:** We know that people with learning disabilities are particularly susceptible to exploitation and abuse. As such, we ensure that we raise awareness of the impact of modern slavery internally through safeguarding training and within our policies and procedures. We provide training to our employees and volunteers to ensure they understand the signs of modern slavery and know how to report any concerns.

We undertake due diligence processes when taking on new services or contractors. We assess how suppliers comply with legislation, identify risk areas, and implement appropriate mitigations. We have systems in place to:

- Identify and assess potential risk areas in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Support and protect whistleblowers.

We also operate a robust recruitment process to ensure that staff are competent, capable, and eligible to undertake work on our behalf. Our procurement and use of agency staff are managed effectively through due diligence and contract management processes.

Performance Indicators

We measure the effectiveness of our efforts to combat modern slavery through various performance indicators, including:

- The number of modern slavery reports received and resolved through our whistleblowing and reporting mechanisms.
- The level of compliance with our supplier code of conduct, as determined through audits and assessments.
- The number of employees and volunteers trained on modern slavery awareness and reporting procedures.

Training and Management Responsibility

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our suppliers, contractors, and the organisation, we provide training to relevant senior managers on this legislation and our organisational responsibility.

Continuous Improvement

LDN London is committed to continuous improvement in our approach to tackling modern slavery. We review and update our policies and practices regularly to ensure they remain effective and in line with best practices.

Through continuous assessment and improvement of our practices, we work to create an organisation which is free from the threat of modern slavery.

Understanding Our Effectiveness

It is important that we know we are being effective in addressing the potential for modern slavery affecting LDN London, our staff and the people we support. To ensure we actively work to minimise risks, we will continue to:

- Ensure that our HR and payroll systems are effective in identifying and reporting any potential breaches of the legislation.
- Maintain good and open communication with our suppliers to ensure that there is a clear understanding of expectations, activity, and compliance.
- Ensure staff are trained and sensitive to the impact of the legislation and its possible impact on our activities.

Approval and Review

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes LDN London's modern slavery and human trafficking statement for the financial year ending 31 March 2024. It has been approved by the Board of Trustees and will be reviewed and updated annually.

Signed:

G Machell

Chief Executive Officer
LDN London
Date: 1st August 2024