

# Modern Slavery & Human Trafficking Statement

Will Cairns

Issued: February 2024 Review: February 2025

**4MERIT**

# Modern Slavery & Human Trafficking Statement



## Modern Slavery & Human Trafficking Statement

Author: Will Cairns

Author's job title: Director of Operations

Business Unit: All

Department: All

Main Contact

Tel: 07980 997 681

Email: will.cairns@4merit.co.uk

Lead Director: Will Cairns

### Superseded Documents

Issue Date	Review Date	Review Cycle	Version	Status
<b>February 2024</b>	<b>February 2025</b>	<b>12 months</b>	001	<b>LIVE</b>

Stakeholder Consultation: (list all)

Approval and Review Committee: 4Merit Board

Local Archive Reference: **4MP/MSHT/ST/001**

Local Path:

Filename:

For Internal Publication

For External Publication

**Yes**

**No**

## Modern Slavery & Human Trafficking Statement



---

This document is intended to provide information in respect of 4Merit policy, procedure, standards or guidance and will be periodically updated to reflect any changes due to business requirements or infrastructure. Neither all nor part of this document shall be reproduced or released for commercial purposes by a recipient without the express consent of the stated 4Merit document owner. This document **MUST** be reviewed and approved by the designated 4Merit owner(s)/reviewer(s) to ensure technical accuracy and business validity.

# Modern Slavery and Human Trafficking Statement

## Introduction

4Merit is committed to preventing modern slavery and human trafficking within our operations, supply chains, and business relationships. In alignment with the Modern Slavery Act 2015, we take our responsibility seriously to ensure that no form of slavery, forced labour, or human trafficking occurs within our organisation or our supply chain. Our commitment reflects our values of transparency, respect for human rights, and zero tolerance for practices that threaten individuals' dignity and freedom.

## Our Business and Supply Chains

4Merit operates in the areas of Secure Care, Care in Immigration, Secure Transport, Police Support Services, and Risk Management. Our supply chain includes a range of direct and indirect suppliers across diverse sectors and regions. We recognise that these fields may carry heightened risks related to modern slavery, and we are diligent in identifying, assessing, and addressing these risks throughout our supply chains and operations.

## Policies on Modern Slavery

We have implemented a robust set of policies and practices to prevent and address modern slavery and human trafficking risks:

- **Supplier Code of Conduct:** We require all our suppliers to uphold the highest standards in human rights, labour practices, and ethical conduct. Our suppliers are expected to cascade these standards through their own supply chains.
- **Ethical Employment Policy:** 4Merit is dedicated to fair labour practices and to providing a safe, inclusive work environment. We ensure that all employees have the freedom to make decisions about their employment and are treated with respect.
- **Whistleblowing Policy:** We encourage employees, suppliers, and other stakeholders to report any concerns about unethical or unlawful behaviour, including any potential modern slavery violations, through a secure and confidential reporting mechanism.

## Due Diligence and Risk Assessment

In addressing risks related to modern slavery, we conduct rigorous due diligence and risk assessments, including:

1. **Supplier Screening:** We carry out comprehensive risk assessments for new and existing suppliers, scrutinising their business practices, labour policies, and commitment to human rights standards.
2. **Regular Audits and Assessments:** We conduct regular audits, especially among high-risk suppliers, to assess their adherence to our ethical standards, particularly within sectors and regions where modern slavery risks may be more prevalent.
3. **Employee Awareness and Training:** We provide regular training to our employees on recognising and addressing signs of modern slavery and human trafficking, fostering awareness and responsibility throughout our organisation.

### Performance Monitoring and Continuous Improvement

4Merit is committed to continuous improvement in our approach to combating modern slavery. We review and update our policies and procedures regularly to stay responsive to emerging risks, changes in legislation, and industry best practices. We assess our performance on modern slavery-related goals, such as compliance rates, audit findings, and employee awareness, and report findings to senior management and the Board.

### Future Steps

We acknowledge the ongoing challenges in addressing modern slavery within global supply chains and are committed to strengthening our approach by:

- Building deeper partnerships with our suppliers to ensure a shared commitment to safeguarding human rights.
- Collaborating with relevant industry bodies, organisations, and authorities to address systemic issues related to modern slavery.
- Enhancing our reporting and transparency efforts to keep stakeholders informed of our progress and areas for improvement.

### Approval

This statement has been approved by the Board of Directors and will be reviewed annually to ensure it remains effective and relevant.

---

This policy is approved by the 4Merit Board of Directors and takes immediate effect from 15<sup>th</sup> February 2024

**Colin Dobell**

**Chief Executive Officer**

**Review Date:**

## Modern Slavery & Human Trafficking Statement



---

February 2025

---

This policy ensures compliance with UK law and upholds ethical standards in 4Merit's procurement and business operations