

1. Voluntary anti-slavery and human trafficking policy statement
  - 1.1 As Kuits is an organisation with an annual turnover which is below the s.54 threshold, it is not required by law to publish an anti-slavery and human trafficking policy statement. This statement is therefore published voluntarily as we acknowledge the importance of being open and transparent about our recruitment practices, policies and procedures in relation to modern slavery and to take steps that are consistent and proportionate with our sector, size and operational reach.
  - 1.2 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
  - 1.3 We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.
  - 1.4 Our policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, partners, officers, agency workers, locums, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.
  - 1.5 Our policy does not form part of any employee's contract of employment, and we may amend it at any time.
  - 1.6 The Managing Partner has overall responsibility for this Policy.