



DOVER TOWN COUNCIL

ANTI-SLAVERY AND HUMAN TRAFFICKING

Policy

2025 Version

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Minute 236 h)

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Policy Statement

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. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

In accordance with the Modern Slavery Act 2015, Dover Town Council is 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. This policy applies to all persons working for us or on our behalf, in any capacity, including employees at all levels, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Dover Town Council strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain.

We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is NOT taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers and contractors will hold their own suppliers and contractors to the same high standards.

Commitments

Dover Town Council is an organisation that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery: -

- It has a zero-tolerance approach to modern slavery within its organisation and supply chains.
- The prevention, detection and reporting of modern slavery in any part of its organisation or supply chain is the responsibility of all those working for the Council or on its behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- It is committed to engaging with any stakeholders, contractors and suppliers to address the risk of modern slavery in its operations and supply chain.
- It takes a risk-based approach to its contracting processes and keeps them under review. It will assess whether individual circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in its contracts with third parties.
- It will also assess the merits of writing to suppliers requiring them to provide their stance on Anti-Slavery to ensure compliance with this Policy.
- It reserves the right to require employment and recruitment agencies and other third parties supplying workers to its organisation to confirm their compliance with this Policy. However, this policy will not form part of any employee's contract of employment, and the Council may amend it at any time.
- It reserves the right to require suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to this Policy.
- If it finds that any individuals or organisations working on the Council's behalf have breached this policy it will ensure that appropriate action is taken, this could include termination of contract.