

Natural World Fund – Modern Slavery Policy

1. Purpose

At Natural World Fund, we're committed to running our organisation with integrity and fairness. We understand how serious modern slavery and human trafficking are, and we're taking steps to make sure they have no place in our operations or the organisations we work with.

2. Who This Applies To

This policy applies to everyone who works with or for us—staff, trustees, volunteers, contractors, and suppliers—wherever they're based. We expect the same standards from the people and companies we do business with.

3. What We Mean by Modern Slavery

Modern slavery includes slavery, forced labour, servitude, and human trafficking. It's about people being exploited—often through threats, deception or abuse—for someone else's gain. These are serious violations of human rights, and we won't tolerate them.

4. Our Commitment

We will:

- Be open and accountable about how we work to prevent modern slavery
- Check for risks of exploitation in our operations and supply chains
- Make sure our team knows what to look out for and how to act if they suspect something's wrong

5. Who's Responsible

- **Trustees:** Responsible for making sure we meet our legal and ethical duties
- **Senior Managers:** Make sure this policy is followed in our day-to-day work
- **Staff, Contractors & Volunteers:** Expected to speak up if they see or suspect signs of modern slavery and to follow this policy

6. Checking for Risks

To spot and prevent modern slavery, we:

- Review and assess suppliers, especially those in higher-risk industries or regions
- Include anti-slavery commitments in our contracts wherever possible

7. Staff Awareness and Training

We train our team to recognise the signs of modern slavery and to know what to do if they're concerned. We also encourage ongoing learning so we can keep improving how we tackle this issue.

8. Reporting Concerns

If anyone suspects modern slavery—within our organisation or among our suppliers—they should report it to **Glenn Howes**, a trustee at Natural World Fund. We take all reports seriously and handle them confidentially wherever we can.

9. Monitoring and Updates

We review this policy every year and make updates if laws change or if we need to improve our approach. We also regularly review how we work to make sure we're staying on track.

10. If the Policy Is Breached

If someone working with or for us breaks this policy, we'll take appropriate action. That could include ending a contract or, in serious cases, taking legal action.

By following this policy, Natural World Fund aims to uphold human rights and play an active role in eliminating modern slavery from our work and partnerships.

Signed:



Trustee, Natural World Fund

Date:

21/5/25

Next review date: 2/5/2027