

Modern Slavery and Human Trafficking Statement

Our organisation's objective is to ensure that we operate in an open and transparent way, in our approach to tackling Modern Slavery throughout our supply chains and is consistent with our obligations under the Modern Slavery Act 2015.

It is our aim to adhere to all legal requirements to protect workers from poor treatment and exploitation. This also covers issues such as working hours, training, terms and conditions, to ensure we meet safety and welfare requirements.

We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement relates to actions and activities during the financial year 01 April 2018 to 31 March 2019.

Definition

Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of "Slavery, servitude and forced or compulsory labour" and "human trafficking". Modern slavery is a term used to encapsulate both offences in the Modern Slavery Act: slavery, servitude and forced or compulsory labour and human trafficking.

Organisational Structure

Global Action are an organisation which launches and plans school expeditions to: Costa Rica, Indian Himalayas, Nepal, Sarawak and Sabah (Borneo), Switzerland and Zanzibar.

Our head office is based in Cirencester, Gloucestershire and we were established in 2012, whose focus is to serve to provide learning for positive global change through tailored school expeditions.

Our Supply Chains

The relationship of our suppliers (including expedition leaders) has been established over a number of years and is built upon mutually beneficial factors, where we have close and personal links with the owners or directors.

To date we haven't been made aware of any human trafficking/slavery activities within the supply chain but if any were highlighted to use then we would act immediately in accordance with our legal and moral obligations.

Our Policies On Slavery And Human Trafficking

We are committed to working in partnership with suppliers, sub-contractors and other business links to ensure that they share the same values we hold against slavery and human trafficking.

To ensure this, we will request that they understand and adhere to the requirements of the Modern Slavery Act 2015. We will assess as an integral part of our overall supply chain management process that they have an Anti-Slavery and Human Trafficking Policy Statement. We will reserve the right to terminate contractual relationships with any third parties found to breach this policy and to report our findings.

Our employees are encouraged to identify and report without delay any issues or suspicions that they may have in any part of our organisation or within the supply chain.

Our overall goal is to:

- Identify and assess potential risk areas when considering taking on new suppliers
- Identify potential risks areas within our supply chains
- Work with our supply chains to ensure compliance with the Modern Slavery Act
- Build long-standing relationships with our suppliers
- Ensure all staff and sub-contractors and all those working for us are aware of our requirements and of their obligations relating to the protection of workers within the supply chain
- Protect whistle blowers

Due Diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- Evaluating the modern slavery and human trafficking risks of each new supplier;
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping.

Monitoring And Review

We will monitor the effectiveness and review the implementation of this statement, regularly, considering its suitability, adequacy and effectiveness. Any improvements will be made as soon as possible to ensure compliance with the Modern Slavery Act 2015.

Approval

This statement was approved on 25 May 2018 by the Directors, who will review and update it annually.

Sales Director's Signature:



Sales Director's Name:

Mark Giffard-Lindsay

Date:

25 May 2018