

Modern Slavery Policy

Modern Slavery is a set of practices that violates fundamental human rights including servitude, forced or compulsory labour, human and sex trafficking. The Modern Slavery Act 2015 severely condemns any form of modern slavery and every action we undertake is in accordance to this agreement. Even if this issue may feel less accurate in our globalised era, today, 40 million people are still victims of modern slavery around the world. Especially following the recent COVID-19 outbreak, where new ways of working have emerged, leading to a limited control of criminal behaviours.

At the Youth Group, we want to make sure this issue is everyone's concern. We believe it is our duty to tackle this crime and contribute to make the world a fair place. In consequence, we will not permit any inappropriate conduct within our community.

Not only these measures are applied to our entire organisation, but we also promise to solely collaborate with partners that share the same values and integrity.

These are our ways of prevent and fight Modern Slavery:

TRAINING AND IDENTIFYING DANGEROUS BEHAVIOURS

The Youth Group guarantees to act ethically and with integrity. We think everyone should be treated with respect and humanity. We believe it is important to tackle modern slavery by establishing a clear list of behaviours that will not be tolerated. We are therefore committed to provide accurate documentations, and anti-slavery training sessions at least once a year in order to inform our community on this matter. It will give the tools to people to identify and report any concerns, whether they occur internally or externally.

PROVIDE A DIVERSE AND INCLUSIVE WORKPLACE

Our organisation ensures that everyone has the same right to enter a respectful and non-discriminatory work environment. If you want to find out more information regarding inclusivity and diversity in our workplace, please refer to our Diversity and Inclusion Policy.



Modern Slavery Policy (continued)

SPEAK UP

We will always encourage people to communicate on their issues. If something does not feel right, do not be afraid to say so. The Youth Group will listen to anyone experiencing any kind of inappropriate behaviours. We also understand that speaking up may not always be an easy process. We therefore have set up an email address that is open to any of our members, aiming to denunciate criminal behaviours in a highly confidential manner.

MENTAL-HEALTH AWARENESS

Modern Slavery can take various forms; physical and mental for example. Raising awareness around mental health has always been one of our greatest battles,

as we believe it is part of treating people with decency. In fact, taking care of our community, improving their wellbeing is our way to give people the best tools to prevent and fight unsafe behaviours.

BREACHES TO THIS POLICY AND COMMUNICATION OF THIS POLICY

The Youth Group has a strict zero tolerance to discrimination and is committed to protect its employees and community from any forms of slavery. Therefore, if you do breach this policy in any way, we will be ready to take actions. In order to remain transparent on our actions, this policy will be sent to our employees and to all of our business partners.

