

Modern Slavery and Human Trafficking Statement

Last reviewed: October 2026

Next review: October 2027



Introduction

This statement sets out Community Foundations for Lancashire and Merseyside's commitment to preventing modern slavery and human trafficking within its operations and business activities. We are committed to ensuring that slavery and human trafficking do not occur in any part of our organisation or supply chain. All staff, volunteers, and Trustees have a responsibility to be alert to the risks of modern slavery and to report any concerns.

Organisational structure and supply chains

This statement covers the business activities of Community Foundations for Lancashire and Merseyside which are as follows:

Community Foundations for Lancashire and Merseyside (Suites 103-114 Cotton Exchange, Bixteth Street, Liverpool, L3 9LQ) are part of a national movement of community foundations that undertakes strategic social investment, including grant-making, facilitates community philanthropy and contributes to achieving positive social change in communities.

The Charity currently operates solely in the UK.

Responsibility for the Charity's anti-slavery initiatives is as follows:

- i. The Directors and Trustees in conjunction with a Consultant are responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting to the needs of the Charity.
- ii. The Directors are responsible for risk assessments in respect of human rights and modern slavery by a process of investigation and inspection.
- iii. The Directors and Trustees are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Charity requires all employees and Trustees are expected to complete any mandatory slavery awareness training and comply with the Charity's policies relating to ethical conduct and safeguarding.

Policies

The Charity is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- i. Whistleblowing policy - the Charity encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- ii. Employee Code of Conduct - The Code of Conduct which is embodied in the Employee Handbook sets down the actions and behaviour expected of employees when representing the Charity.

Due Diligence Processes for Slavery and Human Trafficking

The Charity undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Charity's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Directors endorse this policy statement and is fully committed to its implementation.