



# Modern Slavery Policy

## 1. Purpose

The Modern Slavery Act (2015) is aimed at combatting crimes of slavery and human trafficking. BGCI considers as a matter of policy that modern slavery is a human rights abuse which undermines human dignity. In pursuing our work to conserve plant species, it would never be acceptable to contribute to or turn a blind eye to the problem of modern slavery and an individual's right to be safe.

## 2. Definitions

**Modern slavery:** Crimes defined within the UK Modern Slavery Act 2015 including holding a person in a position of slavery, servitude, forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

**Human trafficking:** Modern-day slavery involving the use of force, fraud, or coercion to obtain some type of labour or commercial sex act. Traffickers use force, fraud, or coercion to lure their victims and force them into labour or commercial sexual exploitation.

## 3. Principles

The approach BGCI takes aligns with the following principles of the UN Global Compact:

- Businesses should support and respect the protection of internationally proclaimed human rights (principle 1); and
- Make sure that they are not complicit in human rights abuses (principle 2).
- Businesses should eliminate all forms of forced and compulsory labour (principle 4)
- Ensure the effective abolition of child labour (principle 5); and
- Ensure the elimination of discrimination in respect of employment and occupation (principle 6).

## 4. Commitment

All those working for or on behalf of BGCI shall commit to:

- Report any slavery concerns in accordance with this policy
- Be conscious of slavery risks, especially when working in higher risk regions.

BGCI standard contracts and terms and conditions include the following where relevant:

- Anti-slavery compliance provisions
- Labour standards expected of suppliers which include no forced, bonded or involuntary prison labour
- Anti-fraud, bribery and corruption provisions.

## 5. Associated policies

- BGCI Anti-Fraud, Bribery and Corruption Policy
- BGCI Complaints Policy
- BGCI Safeguarding Children and Vulnerable Adults Policy
- BGCI Whistleblowing Policy.

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