

This voluntary statement has been published in accordance with the Modern Slavery Act 2015

This statement is made voluntarily and in line with the Modern Slavery Act 2015.

Trans\* Pride Brighton is not required to make a Modern Slavery Statement but has chosen to do so.

### 1. About Trans\* Pride Brighton

Trans\* Pride Brighton is a Community Interest Organisation, registered as a Charity. Trans\* Pride Brighton's scope and remit is as follows:

To promote equality and diversity, advance education and eliminate discrimination against trans\*, intersex, gender variant and queer people for the public benefit by raising awareness of the issues affecting said persons in particular by organising and staging an annual pride festival.

### 2. Explanation of Modern Slavery

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

There are 6 main types of exploitation

1. Criminal exploitation
2. Domestic servitude
3. Forced labour
4. Forced marriage and early marriage
5. Organ removal and harvesting
6. Sexual exploitation

There may also be practices similar to slavery that are undertaken which are a form of exploitation covered within this policy.

Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

Modern slavery can happen to anyone from any walk of life and in any situation or background. It can happen to anyone of any age and can happen in plain sight or behind closed doors and can happen to people that are well known or unknown.

### 3. Policy statement

Trans\* Pride Brighton is committed to ensuring that there is no modern slavery or human trafficking in our operations or supply chain.

This policy reflects Trans\* Pride Brighton's commitment to acting ethically and with integrity in all activities and to implementing and enforcing effective systems and controls aimed at ensuring that modern slavery is not taking place anywhere within Trans\* Pride Brighton or in any of the supply chains of Trans\* Pride Brighton. Trans\* Pride Brighton expect that suppliers used by Trans\* Pride Brighton will hold their own suppliers to the same high standards.

#### 4. Policy understandings

1. Modern slavery and human trafficking are crimes and a violation of fundamental human rights
2. Trans\* Pride Brighton takes a zero-tolerance approach to modern slavery and human trafficking in all its forms including the supply chains of Trans\* Pride Brighton

#### 5. Policy application

This policy applies to anyone working for Trans\* Pride Brighton in any capacity directly or indirectly, paid or unpaid, employed, contractually or voluntarily, or on Trans\* Pride Brighton's behalf in any capacity.

This policy extends to the suppliers, contractors, and others in a similar position engaged directly or indirectly by Trans\* Pride Brighton

#### 6. Policy responsibility

Trans\* Pride Brighton has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Trans\* Pride Brighton has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

#### 7. Policy breaches

Any breaches of this policy by any person or organisation associated with Trans\* Pride Brighton in any way and will be investigated. Breaches of this policy can result in termination of the relationship between Trans\* Pride Brighton and the person and/or organisation.

Any employee of Trans\* Pride Brighton found to be in breach shall be subject to disciplinary action which may result in dismissal. Where serious breaches are discovered or where breaches of criminal law are discovered immediate and without notice termination of employment may occur.

Where there are breaches or suspected breaches of law referrals to the relevant organisations, where applicable including but not limited to the police, Home Office, Social Service regulators, etc shall be undertaken without hesitation.

It is assumed that all reports will be made in good faith and any reports made in bad faith can result in action being taken by Trans\* Pride Brighton against the bad faith reporter.

#### 8. Policy compliance

The prevention, detection, and reporting of modern slavery in any part of the business or supply chains of Trans\* Pride Brighton is the responsibility of all those involved or under the control of Trans\* Pride Brighton.

All involved with Trans\* Pride Brighton are required to avoid any activity that might lead to, or suggest, a breach of this policy.

All involved with Trans\* Pride Brighton are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. Any believed or suspected breaches of this policy that have occurred or that may occur, must be notified at the earliest possibility to a Trans\* Pride Brighton director or reported it in accordance with our Whistleblowing Policy as soon as possible.

Trans\* Pride Brighton aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of the business of Trans\* Pride Brighton or in any of our supply chains.

Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your line manager immediately.

## 9. Policy Enforcement

Trans\* Pride Brighton shall enforce this policy to its fullest extent and shall comply with all laws of England which are applicable to Trans\* Pride Brighton.

## 10. Policy Commitments

Trans\* Pride Brighton expects everyone working with or on behalf of Trans\* Pride Brighton to support and uphold the following measures to safeguard against modern slavery:

1. The prevention, detection, and reporting of modern slavery in any part of Trans\* Pride Brighton including the supply chain of Trans\* Pride Brighton is the responsibility of all those working for Trans\* Pride Brighton or on behalf of Trans\* Pride Brighton.
2. Trans\* Pride Brighton are committed to engaging with stakeholders and suppliers to address the risk of modern slavery in operations and the supply chain.
3. As part of ongoing risk assessment and due diligence processes Trans\* Pride Brighton will consider whether circumstances warrant carrying out audits of suppliers for their compliance with our Third-Party Code of Conduct.
4. If Trans\* Pride Brighton finds that other individuals or organisations working on behalf of Trans\* Pride Brighton have breached this policy, Trans\* Pride Brighton will take appropriate action.