



Hertsmere Borough Council

Modern Slavery Transparency Statement 2020-2021

Hertsmere Borough Council has a duty under section 54(1) part 6 of the Modern Slavery Act 2015 to ensure that slavery and human trafficking are not taking place in our supply chain. This Strategy provides details of the actions that the Council will take to prevent Modern Slavery and Human Trafficking.

We will review the Council's Supply Chain in terms of the potential risk that it could include activities of Modern Slavery or Human Trafficking. Where expenditure is covered by purchasing consortia frameworks or formal contracts, the risk is minimised. By designating an area as higher risk, this does not mean we have evidence of non-compliant activity in our supply chain. It indicates where greater attention and focus will be placed in monitoring supplier relationships; Initial investigation has shown that higher risk areas of Modern Slavery or Human Trafficking can occur with:

- Estates Goods and Services
- Grounds Maintenance
- IT equipment
- Construction
- Uniforms
- Office Supplies

The following areas are deemed lower risk:

- Professional Services (e.g. Professional External Advisory Services in relation to Legal and construction, Marketing, Finance and Health & Safety issues)
- Consultancy services – e.g. construction and planning

The Council operates the following policies that describe its approach to the identification of modern slavery risks and the steps we are taking to prevent slavery and human trafficking in our operations:

- Whistleblowing Policy - The organisation encourages all its customers and staff to report any concerns related to the direct activities of the organisation, or those of its supply chain. This includes any circumstances that may increase the risk of slavery or human trafficking.
- Supplier Code of Conduct - The council remains committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
- Agency Workers Policy - The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.



Sajida Bijle

Managing Director

Hertsmere Borough Council

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