



CALLANDER COMMUNITY DEVELOPMENT TRUST

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Modern Slavery Policy

Overview and how we define Modern Slavery

Callander Community Development Trust (CCDT) is aware that slavery, forced labour, servitude, and human trafficking are types of 'Modern Slavery' – a criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.

As an employer and community organisation, CCDT conducts its activities fairly, ethically and with respect to fundamental human rights. We are committed to the prevention of all forms of Modern Slavery, both in our organisation and our supply chains. We will not tolerate it.

Directors, volunteers, employees and contractors are to read and comply with this policy if working for, or on behalf of CCDT. It does not form part of employment contracts, and may be updated at any time.

Failure to comply with this policy may result in disciplinary action, including dismissal, or termination of the contract between you and us. It could also involve other legal steps being taken against you.

Our Anti-Slavery Officer ('ASO') is the Company Secretary – Freddy Bowen-Bate. He is responsible for this policy.

Preventing Modern Slavery in CCDT

We carry out appropriate checks on all employees and suppliers, so that we know who is working for us or on our behalf.

We give every employee a written employment contract, and they are paid in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and volunteer workers, including in relation to working hours, rest breaks and holidays.

All employees are required to sign a copy of this policy to show they have read and understood it.

Employees must immediately report any suspicions of Modern Slavery within CCDT or supply chains to our ASO. Our ASO will investigate and report to the CCDT Board of Directors within a reasonable time, on actions which may require to be taken.



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They will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately tell our ASO and, if you are an employee, refer to our Grievance and Whistleblowing Policies.

Document version control

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