MODERN SLAVERY AND HUMAN TRAFFICKING POLICY
ALL4MATERNITY
Introduction

This statement is a living document that is open to continual organisational review and feedback from our members and the communities we serve. If you have any constructive feedback, comments or suggestions please email: Info@All4Maternity.com

Our Mission

We fully support the government’s objective to eradicate slavery and human trafficking and acknowledge our role in combatting it. We are strongly committed to making sure our supply chains and business activities are free from ethical and labour standards abuse. We ensure to act ethically and with the highest standards of integrity, quality, openness, transparency and accountability in all our business operations and relationships with partners, members and others. More about our goals and underpinning values can be found in our Mission, Vision and Values statement.
As a small business we are not required to produce a modern slavery statement under the requirements of Section 54 of the Modern Slavery Act 2015. However, at All4Maternity, we choose to publish this statement to demonstrate transparency, to be accountable to our members, partners and the public and as part of our commitment to our company values and our core mission to support the learning, sharing and caring needs of all midwives and perinatal care providers.

Our Position
Modern slavery and human trafficking are incompatible with our company values and core behaviours. These include:

- Learning with openness through reflection and honesty.
- Respect, value and celebrating diversity.
- Sharing with creativity through collaboration and generosity.
- Promoting professionalism, mutuality and integrity.
- Ensuring inclusivity, accessibility and representation.
- Caring with compassion through connections, courage and kindness.
- Striving for equity and justice for all.
Our Commitment

At All4Maternity, we are aware of the devastating impact that modern slavery and human trafficking has. The Human Rights Act 1998 states that people have the right to be free from slavery and forced labour. In line with this, we commit to:

- Respecting people’s human rights at all times
- Ensuring that as a company, we do not expose people to the risk of abuse, improper treatment, and neglect.
- We work to protect people from risk of harm.

To ensure that we commit to the above, we commit to regularly reviewing our:

- Organisation structure and supply chains
- Policy in relation to slavery and human trafficking
- Due diligence processes
- Risk assessment and management
- Measurement of effectiveness of the steps being taken
- Training on modern slavery and trafficking
At All4Maternity, we prohibit the use of forced labour, human trafficking, and any form of modern slavery in our operations. We are committed to conducting business ethically and with integrity, respecting the rights and well-being of all individuals that are employed by the company and any persons involved in our operations, including partners, contractors, and suppliers.

The Company Directors are responsible for implementing this policy, ensuring that employees are aware of it, and providing the necessary training and resources to prevent and detect modern slavery and human trafficking.

All4Maternity commit to conducting regular risk assessments to identify and assess potential risks related to modern slavery and human trafficking within its supply chain. This includes evaluating the practices of existing and potential suppliers (where possible).

We will conduct due diligence on all new and existing suppliers to ensure that they comply with our standards against modern slavery and human trafficking. This may include site visits, audits, and assessments of their policies and procedures.

All4Maternity are committed to providing training to employees to ensure they understand the risks of modern slavery and human trafficking and are equipped to identify and report any potential issues to the Company Directors.
Any employee who believes or suspects that modern slavery or human trafficking is taking place within the organisation or its supply chain are trained to report their concerns promptly to the Company Directors.

Upon receiving a report, All4Maternity commit to promptly investigating any alleged violations of this policy. If instances of modern slavery or human trafficking are confirmed, appropriate action will be taken, which may include termination of contracts and legal reporting, as deemed necessary by law.

This policy will be reviewed regularly to ensure its effectiveness and relevance, and to address any changing circumstances or legislation related to modern slavery and human trafficking.

This policy has been approved by:

Dr. Anna Byrom  
CEO and Director  
All4Maternity  
13.03.2024

Sheena Byrom  
Director  
All4Maternity  
13.03.2024