



# Remarkable research for healthy ageing

THE DUNHILL MEDICAL TRUST

## Statement on Modern Slavery

### Introduction

The Dunhill Medical Trust (DMT) has a zero-tolerance approach to modern slavery, and we strive to act ethically and with integrity in all of our business dealings and relationships to ensure that modern slavery is not taking place anywhere in our own organisation. We will also ensure our approach and stance is clear with our partners and organisations in receipt of DMT grants.

### Organisation's structure

As a charitable trust we are:

- committed to applying our resources to inspiring and enabling academic researchers (from across the disciplinary range) and health and social care professionals to apply their knowledge and skills to:
  - improving the quality of life, functional capacity, and well-being for older people now, or
  - creating the context for change in the future: preventing, delaying, or reducing future health and social care requirements.

We are governed by a Board of Trustees who are volunteers. They are supported by our Chief Executive who manages our four staff.

### Our policy on anti-slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our organisation. We are committed to acting ethically and with integrity in all our relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in the Trust, our partner organisations or organisations in receipt of our grants.

We will treat any breach of our Anti-slavery and Human Trafficking Policy very seriously. We are regularly reviewing and updating relevant policies and have processes in place to monitor and maintain our policies at regular intervals.

### **Grant holder adherence to our policy**

We expect that our employees, partners, and organisations in receipt of our grants work with integrity and maintain robust standards of governance, seeking to avoid any decisions that may have a negative societal impact. As a minimum we expect our partners and grant holding organisations to:

- comply with all applicable laws and regulations;
- provide recurrent anti-bribery training to employees and ensure that no employee intimates, offers, provides or accepts any form of bribe (or any other inappropriate type of inducement) to or from any other individual, business or foreign public official; and
- not associate with any group that supports acts of violence or terrorism.

We are guided by established standards such as the International Labour Organisation Core Conventions, the United Nations Convention on Human Rights and the UK Modern Slavery Act 2015. We treat our employees with respect and dignity and expect the same of those we work with. As a minimum we expect our partners and grant holding organisations to:

- provide a safe and hygienic working environment (and, where relevant, living quarters) for all workers and proactively work to minimise health and safety risks through process controls and training and ensure any incidents are logged and learnt from in a cycle of continuous improvement;
- ensure that all workers undertake work voluntarily with no incidences of forced, compulsory, or bonded labour and no human trafficking;
- provide all employees with a written employment contract that clearly explains their role, delivery expectations, remuneration and rights and ensure that all reasonable steps are taken to confirm that each employee has understood the contract prior to signature;
- comply with applicable laws in respect of child employment and legal working age;
- ensure workers are appropriately trained to carry out their roles and are fairly remunerated in money and not in kind in accordance with any minimum wage requirements at the very least;
- not force workers to work excessive hours, ensure allowances are made for appropriate breaks and any overtime is in accordance with applicable laws;
- not restrict the right for employees to exercise freedom of association and collective bargaining if such is in accordance with applicable laws or prevent the development of alternative means of employee representation;
- not require workers to lodge monies or identity papers in order to work and be free to leave employment (after reasonable notice is given if required);

- promote a diverse workplace, free from any form of discrimination or victimisation grounded in (but not limited to) age, disability, ethnicity, gender, gender identity, nationality, marital status, parental status, political orientation, race, religion, sexual orientation, social origin, or union affiliation;
- maintain and promote formal and documented processes for employee grievances, allowing grievances to be raised, heard, assessed and resolved fairly and with no fear of personal repercussions;
- maintain and promote formal and documented whistle blowing policies that encourage employees to raise any concerns of unlawful or inappropriate business practices with no fear of personal repercussions;
- maintain and communicate formal and documented disciplinary processes; and
- not force employees to undergo any medical testing of any kind unless except where required or allowed for under applicable laws.

### **Our continued commitment**

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas. This includes communications through various channels to staff and the ability to report concerns through our Whistleblowing policy.

This statement is made pursuant to section 54 (Part 6) of the Modern Slavery Act 2015. It has been approved by the Board of Trustees and is signed by Susan Kay, the charity's Chief Executive.

*Susan Kay*

Chief Executive

2 March, 2023