

Modern Slavery Policy

Slavery in all its forms is a crime and a violation of a person's fundamental human rights which has no place in a just society. Modern slavery is defined as when an individual is exploited by others, for personal or commercial gain, whether tricked, coerced, or forced and they lose their freedom to choose their own path. 50 million people are estimated to be living in slavery globally¹, including in the UK.

Modern Slavery encapsulates various forms of forced and indebted labour including:

- Slavery and servitude where people are treated as a commodity to be bought and sold with their freedom restricted and exploited for someone else's gain
- Forced or Compulsory Labour where a person is forced to work through coercion, mental or physical abuse or the threat of abuse
- Human trafficking which includes both voluntary and involuntary movement of people to work who are then forced to work to pay off an arbitrary cost of travel often including isolation from friends and family and with movement restricted by removal of passports or illegal status in the country
- Forced marriage and domestic servitude

Marwell is committed to acting ethically in all our operations and relationships and implementing effective systems and controls to prevent slavery in our daily work and supply chains. Key risk areas for Marwell are:

- Complex supply chains with components and materials sourced from many areas of the world
- Contractors and subcontractors where our visibility and control of workforce and suppliers is limited
- Overseas conservation partners

Marwell Wildlife works with partners and suppliers to ensure people working in relation to Marwell's activities in the UK and abroad are free to take or refuse work as they fit.

Supply chains and contractors

Our Ethical Sourcing Policy includes our commitment to workers' rights, and we ask our suppliers and contractors to confirm their commitment to eliminating Modern Slavery in the supply chain. Purchasing and contracting responsibility is spread across all departments, all staff with purchasing responsibility are aware of this policy and the ethical sourcing policy and follow the Sustainable Purchasing procedure to ensure new suppliers are evaluated as fully as possible.

¹ Global Estimates of Modern Slavery: Forced Labour and Forced Marriage

Conservation partners

Marwell partners with organisations who share our commitment to workers' rights. Staff working overseas are paid a fair wage and volunteers commit as much or as little time as they choose.

Marwell People

The wellbeing of our staff and volunteers is of utmost importance. All staff are employed according to UK law and line managers have regular catchups with their teams.

We actively encourage our people to raise concerns and so we:

- Set out clear Ethical Statements, published on our website.
- Pay at least the national living wage to all employees.
- Comply with Working Time Regulations (1998).
- Carry out full identity checks on all new staff to ensure right to work in the UK.
- Have a robust safeguarding structure in place and referral process.
- Operate a full Whistleblowing procedure.
- Have a Volunteering Agreement and Policy.

Ongoing mitigation

Marwell will review new activities according to this policy and periodically review existing activities to ensure all our activities, wherever they may be, are compliant. We will take appropriate action if modern slavery or human trafficking is identified, including reporting it to the relevant authorities and ending our relationship with suppliers who fail to comply with our standards.

Signed:



James Cretney, Chief Executive
May 2023