

Action Deafness is committed to ensuring the business, supply chains and service provision are free of slavery.

Action Deafness acknowledges responsibility to comply with all principles of the Modern Slavery Act 2015 and will perform due diligence to provide transparency throughout the organisation.

Action Deafness is satisfied that there is no evidence of any act of modern day slavery or human trafficking within its own organisation.

The Slavery Act applies not only to the organisation's own employees but also its suppliers, sub-contractors and other business partners. There is a corporate commitment to legal compliance, ethical standards and fundamental human rights.

To satisfy the requirement, we have asked all of our suppliers to provide evidence of compliance to our Code of Conduct by agreeing to the following statement:

"The contractor warrants that it has thoroughly investigated its labour practices and those of its direct suppliers to ensure that there is no slavery or forced labour used anywhere in its organisation or used in any of its direct suppliers' or subcontractors' organisation. The contractor further warrants that it has put in place all necessary processes, procedures, investigations and compliance systems to ensure that the warranties made above will continue to be the case at all times. Action Deafness reserves the right to audit at any time, with prior notice, if it has reason to suspect that the above requirements have not been met."

Action Deafness will not knowingly support or deal with any businesses involved in slavery or human trafficking.

Action Deafness Board of Trustee Directors and Executive Leadership Team will take responsibility of implementing this policy and its objectives. It will provide the necessary resources to ensure that its practices are effective in ensuring that modern day slavery is not taking place.

A copy of this policy statement will be accessible to all staff electronically on Action Deafness's SharePoint.

A full copy and simplified overview of the Modern Slavery Act 2015 is available via the Gov.UK website: [Modern Slavery Act 2015 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/modern-slavery-act-2015)

This policy statement will be reviewed annually.

Signed:



Craig Crowley – Chief Executive Officer
February 2023