

MODERN SLAVERY STATEMENT

Key Points

1. Encephalitis International has a zero-tolerance approach to modern slavery, human trafficking, forced labour and exploitation.
2. We expect trustees, staff, volunteers, contractors, consultants, partners and suppliers to act ethically and to uphold human rights in all work connected with the charity.
3. We will take proportionate steps to identify, assess and manage modern slavery risks in our operations, procurement, partnerships and supply chains.
4. Any concern or suspicion must be reported promptly through the appropriate internal route, safeguarding route or external authority where there is immediate risk of harm.
5. This policy will be reviewed at least every two years, or sooner if legislation, guidance or organisational activity changes.

Introduction

Modern slavery is a serious crime and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour, human trafficking, debt bondage and other forms of exploitation where a person cannot freely refuse or leave because of threats, coercion, deception, abuse of power or vulnerability.

Encephalitis International is committed to acting ethically, transparently and with integrity in all its activities. Although the charity may not meet the statutory turnover threshold for publishing an annual modern slavery statement under section 54 of the Modern Slavery Act 2015, we choose to maintain this policy as a matter of good governance, responsible procurement and safeguarding practice.

This policy applies to all trustees, staff, volunteers, contractors, consultants, agency workers, suppliers, delivery partners and any other person or organisation working on behalf of Encephalitis International.

The purpose of this policy is to set out our commitment to preventing modern slavery and human trafficking, explain how concerns should be raised, and describe the practical controls we use to reduce risk in our organisation and supply chains.

This policy should be read alongside our related organisational policies and procedures, including safeguarding, recruitment, whistleblowing, procurement, risk management, equality, diversity and inclusion, and complaints policies.

Our Commitment

Encephalitis International will not tolerate modern slavery or human trafficking in any part of its work. We will act responsibly and proportionately to prevent exploitation, promote ethical conduct, and respond quickly and appropriately where concerns are identified.

Risk Assessment and Due Diligence

As a non-profit with a relatively small staff team and predominantly professional services supply chain, our direct operational risk is considered low. However, we recognise that modern slavery risks can exist in wider supply chains, outsourced services, events, merchandise, printing, technology, travel, hospitality, facilities, recruitment, fundraising activity and international partnerships.

- Considering modern slavery risks when appointing higher-value, higher-risk or overseas suppliers and partners.
- Seeking assurance that suppliers comply with applicable labour, employment, safeguarding and human rights standards.
- Avoiding suppliers or partners where credible concerns exist and cannot be resolved.

- Including appropriate expectations in contracts, grant agreements, partnership arrangements or procurement documentation where proportionate.
- Reviewing risks where there are changes to our activities, geography, supply chains or delivery model.

Recruitment and Employment Practices

We are committed to fair, lawful and transparent recruitment and employment practices. We will check that staff have the right to work, issue clear written terms, pay at least the applicable legal minimum wage, and ensure that no worker is required to lodge identity documents, pay recruitment fees to secure work, or work under coercion.

Reporting Concerns

Anyone who has a concern or suspicion about modern slavery, human trafficking or labour exploitation connected with Encephalitis International should report it as soon as possible to their Line Manager, the Chief Executive, the Deputy Chief Executive, or through the Whistleblowing Policy. If a child or adult at risk may be in immediate danger, the Safeguarding Policy must be followed and emergency services should be contacted where necessary.

Concerns will be handled sensitively and promptly. We will not tolerate victimisation of anyone who raises a genuine concern in good faith. Where appropriate, concerns may be referred to statutory agencies, safeguarding authorities, law enforcement or specialist support organisations.

Training and Awareness

Relevant staff, trustees and volunteers will be made aware of this policy and of the signs of modern slavery where this is relevant to their role. Additional guidance or training may be provided for those involved in procurement, international partnerships, events, recruitment, safeguarding or supplier management.

Monitoring and Review

We will monitor the effectiveness of this policy through proportionate review of reported concerns, supplier or partner issues, procurement practice, safeguarding learning and changes in legislation or guidance. Any material concerns will be escalated through the appropriate governance route.

This policy will be reviewed every two years, or earlier if required by changes in law, guidance, organisational structure, activity, partnerships or identified risk.

Related Policies

- Safeguarding Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Recruitment Policy
- Procurement or Purchasing Policy
- Risk Management Policy
- Equality, Diversity and Inclusion Policy
- Complaints Policy

Approval

This document was approved by the Chief Executive on 22nd July 2026.
Before approving ensure version number is V1 or above.

Document Change Control

Version	Date	Review Date	Changes by	Summary of changes
V1	July 2026	July 2028	P Chapman	New Document