



Canal & River Trust – Modern Slavery and Human Trafficking Compliance Statement 2021

Organisational Structure and Supply Chains

The Canal & River Trust (the “Trust”) is a charity (registered charity number 1146792). We are responsible for the preservation, protection, operation and management of around 2,000 miles of waterways in England and Wales, together with associated docks, reservoirs, buildings, sites of special scientific interest and wildlife conversation areas. We also take an active role in promoting wellbeing through the use of the environments and assets we look after.

The Trust is also registered as a private company limited by guarantee with no share capital in England and Wales (registered number 07807276).

The Trust is committed to achieving high standards of ethical practice and places significant importance on guarding against modern slavery.

We work with a broad range of suppliers of goods and services including: construction and maintenance services; clothing and equipment; IT support; temporary labour; and training. We have in place systems to identify, assess and mitigate potential risk areas in our supply chains.

Supply Chain Due Diligence and Risk Assessment

The approved supplier database is monitored and reviewed annually to assess and deal with any risk of modern slavery occurring in the supply chain.

In 2021, the Trust will review its approved suppliers with an annual expenditure over £150,000 and conduct the following actions:

- New and ‘High Risk’¹ suppliers will complete a Self-Assessment Questionnaire
- After collection and review of this data, the Trust will determine if any immediate further action is required.

We seek to use the services of employment agencies, for the supply of temporary labour, which have in place a modern slavery policy and statement and/or defined processes to identify and address modern slavery risks.

Policies and Procedures

We are committed to developing and maintaining clear organisational policies and practices to tackle modern slavery.

¹ ‘High Risk’ are those suppliers with supply chains in countries listed and compiled in the 2016 report by the US Department of Labor which lists, by country, the goods and services that have a higher risk of being produced by child and/or forced labour

We take safeguarding very seriously and keep our safeguarding standards and procedures under review. Our Safeguarding Policy was most recently updated in 2020 and is due to be reviewed again this year. In 2020 the Trust appointed a Safeguarding Trustee to provide the Board with enhanced oversight of the Trust's safeguarding regime and to contribute to strategic safeguarding decisions. We have also produced a minimum safeguarding standard for organisations and groups working with, or in connection with, the Trust and are working to promote adoption of, and compliance with, this standard.

We provide protection for whistle-blowers, including through our Whistleblowing Policy which clearly sets out how members of staff can safely report any actual or suspected criminal offence, including modern slavery and human trafficking. This policy is kept under regular review and was last reviewed and updated in 2020. In 2020 the Trust enhanced its whistleblowing regime by appointing an independent whistleblowing services provider, via whom whistle-blowers can make disclosures.

Our Employee Assistance Programme also provides staff with a way of seeking confidential advice about any modern slavery or human trafficking concerns they may have. We ensure that the contact details for this support mechanism are displayed prominently at various locations and are easily accessible via our intranet.

We take our obligation to prevent illegal working seriously and carry out right to work checks.

We reference the Living Wage Foundation pay rates when reviewing our salary bands and undertake monthly and annual reviews to ensure compliance against the National Minimum Wage

Training

In 2020 we rolled out safeguarding refresher training to all employees and relevant volunteers. This training provides guidance on recognising signs of abuse, harm or mistreatment and how to properly report these issues to our safeguarding team.

We have updated our Whistleblowing Policy and appointed a whistleblowing service provider to provide an independent avenue via which concerns can be raised. In 2021 we provided whistleblowing training to employees and raised the profile of our policy and reporting avenues to volunteers to ensure all colleagues know how to raise complaints and the protections in place for those who do.

Measuring Effectiveness

This financial year we will give consideration to systems for measuring the effectiveness of our current controls.

Approval

This statement is made on behalf of the Trust in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement in relation to our financial year ending 4 April 2021.



Signed

Allan Leighton
Chairman