



Modern Slavery Statement

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes New Pathways' modern slavery and human trafficking statement for the financial year ended 31 March 2020.

Our Organisation

New Pathways is a registered charity that provides a range of specialist support services for people affected by rape and sexual abuse. Our work is funded through grants from philanthropic organisations and statutory bodies, and by income raised through training and service delivery contracts.

We have around 130 staff and o60 volunteers, most of whom are based in Wales. Our staff are directly employed and are generally not in any category which is seen to be vulnerable to modern slavery in this country, so our main focus is to ensure there are policies and due diligence procedures in place for our suppliers.

Our Supply Chain

New Pathways is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships.

New Pathways uses a wide range of suppliers who supply goods for sale, provide services at events and support our operations.

Policies

New Pathways has a number of policies which underpin our approach to tackling the risk of modern slavery in our supply chain, including our:

- **Procurement Policy** covering issues of human rights, child and forced labour and modern slavery; and our
- **Whistleblowing Policy** which encourages staff and volunteers to report concerns including any related to modern slavery/trafficking and child or forced labour.

Due Diligence

We continue to monitor suppliers we believe present high modern slavery risks in our supply chain. As part of this process we ensure that all of our suppliers have a Modern Slavery Statement, in line with the Modern Slavery Act 2015, which sets out their processes for ethical procurement and supply of goods and services.

New Pathways is a member of the Wales Anti-Slavery Leadership Group which oversees the strategic response to modern slavery and human trafficking in Wales. This includes working with partners to ensure that they have ethical supply chains which respond appropriate to the threat of modern slavery.

New Pathways is also one of the few third sector organisations in the UK which is an approved NRM First Responder organisation. This enables us to submit National Referral Mechanism applications on behalf of victims of modern slavery and human trafficking.

Training

As part of our training for staff and volunteers, we provide regular training and awareness raising in relation to modern slavery. We also have dedicated staff who provide direct support for people affected by modern slavery and human trafficking. This ensures that their voice and their lived experience informs the training we deliver. We also provide training for other organisations in relation to modern slavery and human trafficking.

Looking Ahead

Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers and in relation to our own operations.

Approval

This statement has been formally approved by the Board of Trustees of New Pathways, and will be reviewed annually.