

IcFEM Dreamland Mission

Modern Slavery Policy

Our annual turnover is well below the threshold of £36m set by the Modern Slavery Act 2015. We are therefore not legally required to have a policy on modern slavery; however the Modern Slavery Act 2015 is a positive piece of legislation aiming to safeguard workers from exploitation and we support the aims of this legislation.

We have a zero tolerance approach to modern slavery and human trafficking.

We are committed to ensuring that:

- We do not engage in modern slavery.
- We do not tolerate our mission or business partners engaging in modern slavery.
- We do not in any way facilitate behaviour or practices that involve or could involve those with whom it has a connection (at whatever remove) being subjected to modern slavery.
- Our staff and those of our regular contractors are paid at or above the London Living Wage for their work for IcFEM Dreamland Mission.
- We are an equal opportunities employer and have a rigorous recruitment process, which includes formal interview assessment process, personal and work references and other background checks (including 'right to work' verification) on staff, as required.
- We have relevant safeguards in place for all staff, including Safeguarding and Grievance Policies and Procedures.

The Board of Trustees annually reviews this statement and are committed to continually improving our practices to help identify and combat modern slavery and human trafficking.

06 March 2025