



Modern Slavery Policy

1. INTRODUCTION

On 7 September 2020 Bible Society agreed to sign up to the 'Find It, Fix It, Prevent It' Investor Statement on Modern Slavery¹ issued by the Church Investors Group ([CCLA-Modern-Slavery-Engagement-Expectations.pdf](#)). This calls for transparency by corporations concerning the efforts they make to tackle modern slavery.

This Policy is intended to enable Bible Society to develop processes and procedures for identifying and then addressing modern slavery.

2. BIBLE SOCIETY'S COMMITMENTS

Bible Society is committed:

- 2.1 To ensuring that it does not itself engage in or in any way facilitate behaviour or practices that involve or could involve those with whom it has a business connection (at whatever remove) being subjected to modern slavery
- 2.2 To maintaining accreditation with the Living Wage Foundation
- 2.3 To demonstrating its adoption of best practice in relation to employment conditions by obtaining and maintaining accreditation with Investors in People and Best Companies.

To make good its commitment not to facilitate behaviour or practices that involve or could involve individuals being subjected to modern slavery, Bible Society will act in accordance with the principles set out in sections 3, 4, 5, 6 and 7 below

3. PRINCIPLE 1: KEEP ITS OWN HOUSE IN ORDER

Bible Society will not engage in any practice that amounts to modern slavery and will pay at least the living wage, comply with health and safety legislation relating to working conditions, ensure all its employees and contractors have the right to work in the UK and maintain employer's liability insurance with cover of at least the minimum level required by legislation.

¹ A description of the types of modern slavery is in Appendix 1. We are primarily concerned here with labour exploitation.

4. PRINCIPLE 2: INFORM SUPPLIERS ABOUT BIBLE SOCIETY’S COMMITMENT

Bible Society will inform all suppliers where it is expected the value of goods or services provided is expected to or might in the future exceed £20,000 of its commitment to the ‘Find It, Fix It, Prevent It’ Investment Statement on Modern Slavery:

4.1 In the case of new suppliers:

4.1.1 Before the first contract is made if it is clear that the threshold requirement will be fulfilled

4.1.2 As soon as it becomes apparent that supplies will exceed the £20,000 threshold

4.2 In the case of existing suppliers:

4.2.1 Before the next contract is made following adoption of this Policy (or as soon thereafter as is consistent with appropriate use of resources)

4.2.2 If they have not supplied goods or services to the value of £20,000, as soon as it becomes apparent that supplies will exceed that threshold.

Where possible and appropriate, Bible Society will engage all suppliers in a brief discussion about how it sees the problem of modern slavery and the importance of doing something about it.

5. PRINCIPLE 3: ASK SUPPLIERS ABOUT WORKING PRACTICES

Bible Society will ask all suppliers where the value of goods or services provided exceeds or is expected to or might in the future exceed £100,000 to complete a questionnaire concerning their approach to labour management designed to determine whether they are treating their labour force fairly and properly. Such questionnaire will involve questions about the practices of sub-suppliers.

Bible Society will review the answers provided in such questionnaires and where there is or may be cause for concern discuss the item(s) of concern with the supplier and where appropriate refuse to enter into or terminate the relationship with such a supplier.

6. PRINCIPLE 4: APPLY CONTRACTUALLY ENFORCEABLE PROVISIONS

Bible Society will stipulate in contracts that suppliers of goods or services to Bible Society will not act in a way that exploits labour. Where appropriate, Bible Society will include the following requirements in contracts with its suppliers (with power to terminate contracts for non-compliance):

- 6.1 Compliance with laws and good practices that have as their object the eradication of modern slavery
- 6.2 Compliance with legislation relating to payment of the minimum wage and deductions from wages
- 6.3 In the UK, payment to employees, agents and sub-contractors of at least the living wage while such people are engaged in supplying goods or services to Bible Society
- 6.4 Compliance with health and safety legislation relating to working conditions
- 6.5 Ensuring that employees or contractors have permission to work in the country(ies) which they operate
- 6.6 Maintenance of employer's liability insurance for at least the minimum level required by legislation to which they are subject.

7. PRINCIPLE 5: DEVELOP THE UNDERSTANDING AND COMMITMENT OF STAFF

Bible Society will provide information and training to staff engaged in procurement to:

- 7.1 Enable them to be conversant with issues relating to modern slavery
- 7.2 Ensure they are aware of the provisions of this Policy
- 7.3 Prepare them to implement the provisions of this Policy.

8. THE FUTURE

Bible Society regards this Policy as a first step in formalising its response to the 'Find It, Fix It, Prevent It' Investor Statement on Modern Slavery. It recognises that there is scope for development of this Policy and the actions envisaged by the Policy. It is committed to making such development over the course of time as resources and skills allow.

Appendix 1: Types of modern slavery

1. Labour exploitation: This is characterised by unacceptably low pay, poor working conditions and/or excessive deductions from wages. It may also be accompanied by a measure of coercion so that the labourer cannot freely leave or exercise choice. Hand car washes, nail bars and small garment manufacturers are seen as potential areas where people are exploited in this way in the UK.
2. Domestic servitude: This occurs where work takes place in private homes with ill-treatment, humiliation, unbearable working conditions or working hours, and with low pay. Again it will usually be accompanied by difficulty in leaving as a result of threats or withholding passport or other documents.

3. Sexual exploitation: This occurs either where adults are coerced into sex work or a sexually abusive situation or where children are used for sex. It includes where people are forced into a frequency or types of work they weren't expecting.
4. Criminal exploitation: This occurs where people are used to commit crimes for someone else's benefit. A current archetypal situation is where children are used to run drugs in 'county lines'.
5. Forced removal and trafficking of human organs.

DOCUMENT CONTROL

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