

L A I N E
THEATRE ARTS

ANTI MODERN DAY SLAVERY
POLICY
2023

ANTI MODERN DAY SLAVERY POLICY

Laine Theatre Arts is committed to preventing modern day slavery and human trafficking within its operations and supply chains. This comprehensive policy outlines our commitment to eradicating modern day slavery, complying with relevant laws, and promoting transparency throughout our organisation in accordance with the UK Modern Slavery Act 2015.

1. **Policy Statement:** Laine Theatre Arts unequivocally condemns all forms of modern day slavery, including forced labour, human trafficking, debt bondage, and any other forms of coercion or exploitation. We are dedicated to implementing effective measures to prevent modern day slavery in our operations and supply chains and to support the eradication of this abhorrent practice globally.
2. We are a small family owned independent performing arts college for young persons. Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.
3. **Supply Chain Due Diligence:** Laine Theatre Arts will implement a robust due diligence process to ensure that our suppliers and business partners uphold the same values and commitment to eradicating modern day slavery. This process may include reviewing supplier contracts and assessing their policies and practices related to modern day slavery.
4. **Employee Awareness and Training:** Laine Theatre Arts will provide training to all employees to raise awareness about modern day slavery, its signs, and the actions required to prevent and report it. This training will empower individuals to identify and address any potential instances of modern day slavery within our organisation and supply chains.
5. **Whistleblowing Mechanism:** We have established a confidential and accessible whistleblowing mechanism that enables employees, contractors, and other stakeholders to report any suspicions or concerns regarding modern day slavery or indeed any other concerns. We will ensure that appropriate safeguards are in place to protect whistle-blowers from retaliation and that reports are promptly and thoroughly investigated.
6. **Remediation and Collaboration:** In the event that modern day slavery is identified within our operations or supply chains, we will take immediate steps to remediate the situation. This may include severing ties with offending parties, supporting affected individuals, and collaborating with relevant authorities to bring perpetrators to justice.
7. **Transparency and Reporting:** Laine Theatre Arts is committed to maintaining transparency in our efforts to combat modern day slavery. We will prepare a Modern Slavery Statement that outlines our activities, and any remedial actions taken. This statement will be published on our website and made easily accessible to the public should a case arise.
8. **Continuous Improvement** We will continuously review and improve our policies, procedures, and practices to enhance our ability to prevent and eradicate modern day slavery. We will engage with stakeholders, industry experts, and relevant organisations to stay informed about best practices and emerging trends.
9. **Responsibility and Accountability:** All employees, contractors, and suppliers are responsible for upholding this anti-modern day slavery policy. Management will provide the necessary resources and

support to ensure its effective implementation. Any breach of this policy may result in disciplinary action, including termination of contracts or employment.

This anti-modern day slavery policy is approved by the senior management team of Laine Theatre Arts and is effective as of the date of approval. It will be reviewed annually to ensure its continued relevance and effectiveness.

Policy reviewed by Board of Directors. Date of next review: September 2027.