



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

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 conservation 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.

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.

During the financial year 2021/22, the Trust reviewed its approved suppliers with an annual expenditure over £150,000 and sent all suppliers a Modern Slavery Self-Assessment Questionnaire.

After collection and review of this data, the Trust determined that no immediate further action was required.

We only 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.

We take safeguarding very seriously and keep our safeguarding standards and procedures under review.

We have 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 seek to engage with organisations which take their safeguarding responsibilities seriously and take regular opportunities to raise the profile of safeguarding and communicate our expectations to organisations and groups working with, or in connection with, the Trust.

We have a clear framework of rules and behaviours, including an employee Code of Conduct. We encourage our people to speak out about concerns. Our Whistleblowing Policy sets out our commitment to a culture of openness. Our Whistleblowing Policy and training clearly set out how

individuals can safely report any actual or suspected criminal offence, including modern slavery and human trafficking. We provide our people with the opportunity to raise concerns directly to us or, alternatively, to an appointed independent whistleblowing services provider. Our Whistleblowing Policy also sets out how we protect whistleblowers. Our Whistleblowing Policy is kept under regular review.

Our Employee Assistance Programme also provides our people with a way of seeking confidential advice, including about any modern slavery or human trafficking concerns they may have.

We take our obligation to prevent illegal working seriously and have a right to work check system in place.

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

We provide mandatory safeguarding training to all new employees and relevant volunteers, which provides guidance on recognising signs of abuse, harm or mistreatment and how to report concerns to our safeguarding team. We have in place a system of regular refresher training.

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.

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 2022. It was approved by the board on 22 September 2022.

Signed

A handwritten signature in black ink, appearing to read 'David Orr', is written over a horizontal line.

David Orr CBE

Chair of Board of Trustees