



Human Trafficking and Slavery

Policy Statement

1. Purpose

SUFA is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (“human trafficking and slavery”). We strongly believe that we are responsible for promoting ethical and lawful employment practices. These practices are also required to be followed by our delivery partners and our suppliers worldwide.

2. Scope

This policy covers all employees of SUFA Charity and all of its partner agencies and all of its and their Suppliers.

In the event anything in this policy may conflict with local law, local law will control the interpretation and application of this policy.

3. Definitions

Human Trafficking: the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty

Harmful Child Labour: consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child’s education, or to be harmful to the child’s health, or physical, mental, spiritual, moral, or social development.

4. Rationale

SUFA will not tolerate the use of unlawful child labour or forced labour in the manufacture of products it sells and will not accept products or services from Suppliers that employ or utilize child labour or forced labour in any manner. Human trafficking and slavery are crimes under state, federal and international law. These crimes exist in countries throughout the world. This Policy is to define how SUFA will make efforts to eradicate human trafficking and slavery from not only within its organisation but also from our supply chains.

5. Requirements

Suppliers:

- Will not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty;
- B. Will ensure that the overall terms of employment are voluntary;
- C. Will comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements;
- D. Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements;
- E. Will abide by applicable law concerning the maximum hours of daily labour.

6. Certification

Suppliers will certify that materials incorporated into the products they provide complies with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

7. Audits

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of SUFA. SUFA will perform periodic audits on this Policy.

8. Consequences

Suppliers who engage in human trafficking and slavery will have their supply agreements terminated.

If a Supplier to SUFA is found in violation of this policy, SUFA will take prompt, remedial measures to address the violation.

Date Implemented: March 17	Future Review Dates			
Date to reviewed	2018 Dec	2019 Dec	2020 Dec	Notes
Date approved By Trustees				