

Shift Insight – Modern Slavery Policy

Policy owner: Jane Powell

Latest review date: 1st February 2023

This policy is reviewed for continued completeness, relevance and accuracy at yearly intervals.

Scope

This policy is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Shift Insight Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Shift Insight Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Shift Insight Ltd is a market research agency specialising in the education, sustainability and membership sectors. The risks of modern slavery in our direct activities are likely to be low, but we recognise that there are risks through the goods and services that we procure linked to supply chains around the world.

Our policies

We operate a number of internal policies to ensure we are conducting business in an ethical and transparent manner. Aside from this Modern Slavery policy, we have complementary policies around procurement, recruitment and whistleblowing to ensure our supply chains, employees and contractors are adhering to our high ethical standards and that issues can be raised without fear of reprisal.

Our suppliers

Shift Insight Ltd conducts due diligence on all suppliers before allowing them to become a significant supplier. This due diligence includes an online search to ensure the supplier has never been convicted of offences relating to modern slavery. All significant suppliers are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, if not evident from online sources, we require them to confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.

3. (For UK- based suppliers) They pay their employees at least the national minimum wage/national living wage (as appropriate).
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operation.
5. They understand we will terminate the contract at any time should any instances of modern slavery come to light.

Our clients

We only work with clients who can demonstrate a commitment to eradicating modern slavery and we explicitly ask about their policies during project kick-offs.

Training

Jack Wilson, Operations Manager and our director in charge of procurement, has undertaken training in this area to ensure that Shift Insight Ltd is operating within best practices.