Payroll Giving in Action Anti-Slavery Policy

Payroll Giving in Action is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. This policy also serves as Payroll Giving in Action Ltd.'s modern slavery and human trafficking statement for the financial year ending 2026/27, in accordance with section 54 of the Modern Slavery Act 2015.

As an equal opportunities' employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not and will not enter into business arrangements with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.

Where appropriate and proportionate, we undertake supplier due diligence and reserve the right to terminate relationships where modern slavery concerns are identified.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff:

- Code of conduct
- Ethics policy
- Whistleblowing policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy

Embedding the principles

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking

- reviewing all our policies on an annual basis with a view to ensuring they continue to comply with the Modern Slavery Act 2015
- continuing to take action to embed a zero-tolerance policy towards modern slavery.