

Modern Slavery Policy

What is modern slavery?

The UK Government defines modern slavery as including slavery, servitude, forced and compulsory labour and human trafficking. Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment. There are estimated 40.3 million people in modern slavery around the world, including:

- 10 million children
- 24.9 million people in forced labour
- 15.4 million people in forced marriage
- 4.8 million people in forced sexual exploitation

Is it a problem in the UK?

There are more human beings in conditions of slavery than ever before. The 2017 Annual Report on Modern Slavery stated that in 2016 there were a total of 3,804 recorded victims of modern slavery found in the UK.

Victims of modern slavery need support to rebuild their lives. Central to this is the dignity that paid, freely chosen employment provides. Without this there is a real chance that they could fall back into the hands of those who have exploited them.

What we're doing to tackle modern slavery

We're doing everything we can to make sure that slavery has no part in our supply chains. To achieve this, we've put in place strong policies and we're making sure they're rigorously enforced. You can read all about our approach to managing these risks, which includes a robust monitoring and auditing programme, in our Modern Slavery Statement at the end of this policy.

What are the signs of modern slavery?

Appearing malnourished.

Showing signs of physical injuries and abuse.

Avoiding eye contact, social interaction, and authority figures/law enforcement.

Seeming to adhere to scripted or rehearsed responses in social interaction.

Lacking official identification documents.

Appearing destitute/lacking personal possessions.

What you can do

Spot it and stop it. If you want to report a suspicion that you think may be modern slavery contact the 08000 121 700. Your call will be dealt with confidentially.

Alternatively, you can contact Crimestoppers to report a crime anonymously on 0800 555 111

Share - We want members to ask questions of every business they buy from about what has been done to seek out and prevent modern slavery in their supply chains.

Share your thoughts on what we're doing through @uniquefunerals

Our policy

Our policy is to assess and address the risks of violations of anti-human trafficking and anti-modern slavery laws. We adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation.

We ensure:

- Our values, which are embedded throughout our business, set the perimeters for how we expect our people to behave with colleagues, clients and the world at large
- We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted
- Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Our structure and supply chains

Unique Funerals has over 100 suppliers across a wide range of sectors, including Manufacturers, Bereavement Services, Religious Institutions, marketing, insurance, and facilities management. In addition, the firm works with many professionals, consultants, and contractors. Suppliers paid over £10,000 per year make up 75% of our supplier spend.

Our procedures

We have many procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains.

Employment

- Robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above
- Market-related pay and rewards reviewed annually
- Wellbeing activities and initiatives to support our people's physical and mental wellbeing and lifestyle choices

Transparency in our supply chains

We recognise that our firm is exposed to greater risk when dealing with its repatriation suppliers, particularly those who have operations/suppliers in other territories. The following measures to review and manage this risk are:

- an examination of supply chains. We have mapped our supply chains to only use members of Fiat Ifta the world organisation of funeral operatives.
- a commitment to collaborate closely with suppliers to help them understand and work towards their own obligations under the Modern Slavery Act
- a Responsible Purchasing Policy, which reflects our commitment to and focus on suppliers' ethical supply chain(s)
- a Supplier Code of Conduct, used for all new major suppliers of goods or services in re-tendering, clearly stating the firm's intention to step away (without penalty) if any occurrences of modern slavery are discovered and/or ignored.

Supporting our people

We have enabled our people to understand more about this growing issue by setting out the steps taken by the firm as well as guiding them on how to report any suspicions they may come across within business or a personal context. We have:

- developed and shared resources, including an overview of the Modern Slavery Act, and links to the [modernslavery.co.uk](https://www.modernslavery.co.uk) website
- signposted our people to [modernslavery.co.uk](https://www.modernslavery.co.uk) to provide them with useful information on how to recognise different types of slavery, how to spot the signs and details of a telephone helpline

- included a requirement in our 2018 Annual Declaration that everyone reads and acknowledges the firm's modern slavery policy

Supporting our clients

Unique Funerals is continuously looking to support clients in this increasingly important issue, including collaborating with Government agencies and other reputable organisations, to deepen and share knowledge so that we may be impactful by engaging in this area. In addition, we can support our clients by offering to assist them with:

- drafting and developing a modern slavery statement
- offer supplier due diligence
- provide assurance over policies and practises clients may have in place
- conducting ethical reviews.