



PENINSULA

# Modern Slavery Statement

## General Information

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### Who must publish a statement?

Only employers who meet the following criteria must produce a modern slavery statement for each financial year: with an annual turnover of £36 million or more; who are a body corporate or a partnership; carry on a business or part of a business in the UK; and supply goods or services.

'Turnover' is to be calculated as including the turnover of any of an organisation's subsidiaries, regardless of where those subsidiaries are based or carry on their business.

Whilst not caught by the legal requirement, the government encourages organisations underneath the £36 million threshold to voluntarily produce a statement.

A parent organisation which meets all of the criteria above will have to include the steps taken in relation to its subsidiaries in its statement if, depending on the particular facts, the activities of the subsidiary in fact form part of the supply chain or business of the parent. This will be the case even if the subsidiary in question does not meet all the criteria above (for example, if its turnover is below £36m). If the subsidiary meets all of the criteria in its own right, then it is required to produce a statement in its own right.

### What must the statement contain?

The headers included in the template statement represent the areas of information that are required in a modern slavery statement. The content should be used as the basis of the statement to be used by your organisation.

In order for the statement to be complete, you must amend it where necessary and fill in the pieces of information where directed. The information required will be unique to your organisation; your processes and your structure and therefore must be completed by you.

You must include the steps that you have taken in order to ensure there is no modern slavery in your organisation or your supply chains. Therefore, this is more than a paper exercise; you must take action and then confirm in this statement what action you have taken. You are prompted where action is necessary. Steps should show improvement year on year to demonstrate practical progress. You are not tasked with making sure that no modern slavery takes place in your supply chains; just making sure there are steps to take if it is found to happen.

The statement must contain the date it was approved, usually by the Board of Directors. It must also be signed by the most senior person in the organisation e.g. the Director, or one person from the most senior level in the organisation e.g. one of the Board of Directors. This senior person should have been involved in the approval process, where possible.

### When does a statement need to be published?

Statements must be provided for steps taken in a financial year, therefore it follows that statements should be created and subsequently reviewed nearing the end of that financial year. Statements must be published within 6 months of the end of the organisation's financial year end to which it relates.



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The report must be reviewed and updated every year in line with the above timeline.

Example:

If the financial year end for 2020-2021 is 31st March 2021 (which is the case with many, though not all, organisations), the organisation is encouraged to report as soon as possible after 31st March 2021 but must do so the end of September 2021.

The annually reviewed statement must be published by the end of September each year for the financial year which ended at the end of March in the same year.

The Government accepts that the challenges presented by the coronavirus pandemic may mean that some businesses will not be able to publish their statement in line with required timeframes. It has allowed a six month delay to the normal timeframe for publication of statements. Where an organisation delays the publication of its statement due to coronavirus related pressures, it must state the reason within the statement itself.

Organisations are expected to be aware of any additional risks of exposure to modern slavery caused to their organisation by the pandemic and report on steps taken to ensure it has not taken place during this time within their statement.

#### **Where does a statement need to be published?**

The statement should be available on your website, and accessible via a prominent link on your homepage. Previous statements should be kept on the website even where a newer one has been published.

In February 2021, a central registry was set up by the Government to which employers can voluntarily add their statement. Publishing a statement on the registry is not currently a legal requirement although it may be in the future.

#### **Need Further Advice?**

**T: 0844 892 2772**

**E: [advice@peninsula-uk.com](mailto:advice@peninsula-uk.com)**

**W: [peninsula-uk.com](https://www.peninsula-uk.com)**