

Modern Slavery and Human Trafficking Statement | 2025-2026

1. Introduction

Sir Josiah Mason Trust (SJMT) and Yardley Great Trust (YGT) are committed to the highest standards of ethical conduct and integrity in our operations. We oppose all forms of modern slavery and human trafficking, and we are committed to ensuring that these practices have no place in our organisation or supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps we take to prevent modern slavery and human trafficking in our operations and supply chains.

2. Our Organisation

Sir Josiah Mason Trust (SJMT) and Yardley Great Trust (YGT) are both Housing, Social Care, Education and grant-giving charities. SJMT and YGTG deliver Alms housing, social care, property services and landlord-related works as well as providing grants and services to people, including young people and those leaving care or in educational need. Combined as a partnership, we currently house 400+ people across numerous different site locations across the West Midlands and employ approximately 150 staff.

3. Our Supply Chains

Our supply chains include procurement of goods and services such as:

- Office and IT equipment
- Asset management
- Facilities management
- Consultancy and professional services
- Social care and nursing agencies
- Local partners and subcontractors

We will not support or deal with any business which is known to be involved in slavery or human trafficking.

As part of our due diligence procedure, prior to approving a new supplier, we will review the controls which they undertake to eliminate modern slavery and human trafficking, particularly in regard to goods imported from outside the UK and EU which are potentially more at risk of involving slavery and human trafficking.

4. Policies and Commitments

We have implemented the following policies and procedures relevant to modern slavery:

- **Safeguarding Policy (adults and children)**
- **Whistleblowing Policy** – to encourage staff and third parties to report concerns confidentially

- **Tender & Procurement Policy** – setting expectations for suppliers and partners
- **Anti-bribery Policy**
- **Anti-fraud Policy**

All staff and volunteers are expected to read and adhere to these policies.

5. Due Diligence and Risk Assessment

We assess the risk of modern slavery in our operations and supply chains by:

- Conducting due diligence checks before entering supplier or partner contracts
- Requiring suppliers with contractual terms that oblige them to comply with all applicable anti-slavery and human trafficking laws, including the Modern Slavery Act 2015.
- We will only work with suppliers who treat their obligations towards modern slavery with the same importance that we do.
- Where risks are identified, we take action to investigate and work with partners to eliminate those risks.
- We ensure that staff are legally entitled to work in the UK and that the contract is directly with them.
- Protect Whistle Blowers
- Identify and assess potential risk areas in our business and supply chains. We consider the following to be the areas at greatest risk:
 - Foreign recruitment
 - Agency work
 - Food supply

6. Training and Awareness

We provide training to key staff on recognising and reporting signs of modern slavery. Awareness materials are also available to volunteers and partners.

In the coming year, we aim to:

- Expand staff training
- Conduct targeted reviews of high-risk suppliers

7. Monitoring and Reporting

We monitor our compliance and effectiveness through:

- Periodic internal audits
- Incident reporting and escalation procedures
- Board-level oversight

8. Breaches of Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We will terminate relationships with suppliers, individuals or business partners working on our behalf if this policy is breached.

Any concerns or suspected breaches of this policy can be reported anonymously via concerns@sjmt.org.uk