

## MODERN SLAVERY STATEMENT

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### 1. Introduction

This statement sets out Open Age's actions to understand all potential modern slavery risks related to its charitable operations and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own operations and its supply chains.

Open Age recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Open Age is committed to preventing slavery and human trafficking in its charitable activities, and in its supply chains.

### 2. Organisational structure and supply chains

Open Age is a charity that provides opportunities for our members to take part in meaningful activities and strengthen their sense of community.

By doing this we can combat loneliness and isolation and improve the health and wellbeing of older Londoners.

We have in place systems to encourage the reporting of concerns and the protection of whistle-blowers.

### 3. Relevant policies

- **Whistleblowing** Open Age encourages all its workers, customers and other partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- **Standards of behaviour and quality of service** Open Age's General Information & Housekeeping policy makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.

- **Supplier/Procurement conduct** Open Age is committed to ensuring that any suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they act ethically and within the law in their use of labour.
- **Recruitment** Open Age uses only reputable employment advertising boards to source labour.

#### 4. Due diligence

Open Age undertakes due diligence when considering taking on new suppliers and will review its existing suppliers.

Open Age's due diligence and reviews include:

- Evaluating the modern slavery and human trafficking statements of each new supplier and if not in possession of a statement, direct discussions about employment of their staff are undertaken.

#### 5. Training & Awareness-raising programme

Open Age requires all staff to complete training on modern slavery via the [Home Office training resources](#) page to raise awareness, better spot the signs and increase confidence in reporting modern slavery when potential cases are encountered. Open Age has raised awareness of modern slavery issues by circulating to staff the basic principles of the Modern Slavery Act 2015.

Open Age's modern slavery training and awareness raising programme covers:

- Our business's purchasing practices, which influence supply chain conditions, and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage.
- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation via the Safeguarding Policy.
- What external help is available, for example through the [Modern Slavery Helpline](#), [Gangmasters and Labour Abuse Authority](#) and "[Stronger together](#)" initiative

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the calendar year ending December 2025

Emma Foulds, CEO Open Age

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