



Modern Slavery Policy

Document history

Process	Date
Author: Melissa Santiago-Val	31 March 2024
Trustee Approval	24 November 2025
Next review due	24 November 2026

Policy statement: The Modern Slavery & Human Trafficking Act requires the publication of a statement setting out how we address potential slavery and human trafficking risks within our business. Modern slavery is the severe exploitation of other people for personal or commercial gain. Modern slavery is often hidden but can involve working in factories, serving our food or working in houses as cooks, cleaners or nannies.

Sew Positive is committed to preventing slavery and human trafficking in our operations, and we confirm that, to the best of our knowledge, there is no slavery or human trafficking within our business or supply chain. Sew Positive operates solely within the UK and considers that its activities are low risk in terms of modern slavery or human trafficking.

Sew Positive follows the guidelines (we are not members as this is only for major retailers) laid out by major UK retailers in the [Apparel and General Merchandise Public and Private Protocol \(AGM PPP\)](#) which committed signatories to work together to raise awareness to prevent worker exploitation, protect vulnerable and exploited workers and disrupt exploitative practices and help bring criminals to justice.

Types of modern slavery

- Human trafficking
- Sex trafficking
- Forced labour including forced child labour
- Domestic servitude
- Sexual exploitation, such as escort work, prostitution and pornography
- Debt bondage – being forced to work to pay off debts that realistically will be impossible
- Recruitment of child soldiers.

Possible signs of modern slavery include

- Signs of physical or emotional abuse
- Appearing to be malnourished, unkempt or withdrawn
- Isolation from the community, seeming under the control or influence of others
- Living in dirty, cramped or overcrowded accommodation and or living and working at the same address
- Lack of personal effects or identification documents
- Always wearing the same clothes
- Avoidance of eye contact, appearing frightened or hesitant to talk to strangers
- Fear of law enforcers.

Types of discriminatory abuse

These are where unequal treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation (known as [‘protected characteristics’ under the Equality Act 2010](#))

Possible signs of discriminatory abuse

- Verbal abuse, derogatory remarks or inappropriate use of language related to a protected characteristic
- Denying access to communication aids, not allowing access to an interpreter, signer or lip-reader
- Harassment or deliberate exclusion on the grounds of a protected characteristic
- Denying basic rights to healthcare, education, employment and criminal justice relating to a protected characteristic
- Substandard service provision relating to a protected characteristic.

Forced marriage

Forced marriage is an [illegal act](#) in England and Wales and should not be confused with arranged marriage. Arranged marriage is an arrangement which all parties have agreed to. Forced marriage is when there are face physical pressure to marry; threats, physical violence or sexual violence, or emotional and psychological pressure, eg if you're made to feel like you're bringing shame on your family if you don't marry their chosen person.

Due diligence

Sew Positive meets or exceeds all statutory requirements relating to staff employment. It is committed to dignity at work and to the fair treatment of all staff. All employees are paid to recognise their roles and responsibilities at or in excess of the Living Wage.

Sew Positive's recruitment and selection policy includes provisions addressing modern slavery and human trafficking.

We source our supplies, services and works from third party suppliers principally within Great Britain.

For the purposes of this statement we include evaluation criteria relating to the Modern Slavery and Human Trafficking Act within our procurement documents and robust clauses within all forms of contracts.

Sew Positive uses only specified, reputable employment agencies to source labour and always verifies the practices of new agencies before accepting workers from that agency.

Sew Positive's corporate policies are reviewed at least every three years and are approved by the Executive Team or the Board.

The main corporate policies which incorporate the identification and approach to modern slavery and human trafficking are the Safeguarding Policy and the Code of Conduct, Diversity Policies.

Training and awareness

Sew Positive ensures that all employees and volunteers understand the signs of modern slavery or human trafficking, and know what action they can take.

The Act and our approach to reducing slavery and human trafficking means employees and volunteers are required to certify that they have read and understood core corporate policies, including this modern slavery and human trafficking statement.

This statement is made pursuant to S54 of the Modern Slavery Act 2015 and constitutes our Modern Slavery & Human Trafficking Statement for the year ended 24 November 2025 and has been approved by the Board, who will review and update the statement annually.