

SHAKESPEARE NORTH PLAYHOUSE

MODERN SLAVERY STATEMENT

This policy applies to all members of staff, including casual workers.

Beliefs and Values

Shakespeare North Trust and its trading subsidiaries, has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically in all our business practices, acting with due diligence to implement and enforce effective systems and control within our business to ensure modern slavery and human trafficking does not take place anywhere within our business or supply chains. We are committed to ensuring there is complete transparency in our business and in our approach to tackling modern slavery, consistent with the disclosure obligations under the Modern Slavery Act 2015. We expect the same high ethical standards to be upheld by all our business partners and demand that their supply chains aim to respect the pledge to eradicate modern slavery.

This policy applies to all persons working for us, on our behalf in any capacity, including employees at all levels, directors, trustees, business partners, subcontractors, and suppliers.

Business Structure and Supply Chains

Shakespeare North Trust, trading as Shakespeare North Playhouse, operates as a Shakespearean producing theatre in Prescot, Merseyside. (Registered charity number:1120641. Also registered as a company in England and Wales under registration number:05923469).

Our business partners are based both in the UK and internationally and we are aware that some may source materials and/or workers from the EU and around the world.

In accordance with our zero-tolerance policy, we will clearly communicate our expectations to business partners by issuing a compliance form requiring that our statement is read, confirmation of due diligence and the commitment to adhere to our ethical values and the promise to uphold the policies of the Modern Slavery Act 2015. This will be signed and dated by a member of management.

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Employee Awareness, Training and Compliance

As a business we take full responsibility for ensuring all employees on every level are made aware of our demand for ethical practices in relation to the Modern Slavery Act 2015. Staff training on this policy forms part of our company induction process and is detailed in our employee code of conduct. All employees are required to read and sign our code of conduct which highlights our commitment to uphold the highest standards of workplace ethics, behaviour, and human rights. All managers are responsible for ensuring all those that report to them understand and comply with this policy and are given adequate and regular training where necessary. We encourage employees to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chains and to report it to management. We encourage openness from our staff and comments, or concerns will be taken in good faith without the fear of detrimental treatment as a result as per our Whistleblowing Policy.

Effectiveness

Shakespeare North Trust will carry out periodic audits of our business practices. We will converse with new and existing business partners to identify risk areas which may arise and discuss where improvements can be made if failures are identified. Refusal to comply will result in the termination of business relationships and any employee who breaches our policy will face disciplinary action, which could result in dismissal for gross misconduct.

Our Senior Leadership Team are responsible for making sure all policies and procedures are reviewed annually.

Approval

This statement was approved by the Board of Trustees on 27 September 2023.