



Modern Slavery Statement

Last Reviewed: 22nd January 2024



1. Statement of Intent

RammyMen, its staff, volunteers and members run a wide-range of activities and provide a wide-range of services, including mental health and peer support services. The organisation also provides coaching, mentoring, buddying, teaching, counselling, and other services.

The aim of this statement is to ensure that Rammy Men CIC plays its part in helping to prevent the risk of all forms of modern slavery in its operations and business relationships, while also maintaining a watchful eye for modern slavery in session attendees and their friends / relations / neighbours.

This policy will be reviewed regularly and revised as appropriate under the guidance of the designated, Director-level Modern Slavery Representative

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This document should be read in conjunction with the the organisation's Code of Conduct for Volunteers, and the Vulnerable Adults and Child Protection policies.

2. Governance

2.1 RammyMen is committed to embedding human rights considerations into decision-making, and its board of directors is responsible for the control and direction of the organisation's operations - a responsibility which is taken extremely seriously with regard to Modern Slavery.

Our efforts to assess and address risks of modern slavery as it pertains to the organisation and those it comes into contact with are anchored in our policies. Through these policies RammyMen communicates the organisation's values and expectations, setting a high bar for RammyMen, its suppliers, contractors, and maintaining a high level of vigilance for signs of Modern Slavery and other violation and exploitation of people with whom the organisation deals on a day-to-day basis.

RammyMen is committed to respecting fundamental human rights and the dignity of everyone in society. RammyMen is committed to ensuring the products and services we source and provide are produced in a way that respects human rights, including the right to freely chosen employment. RammyMen does not tolerate the use of child labour, forced labour, or human trafficking in any form - including slave labour, prison labour, indentured servitude, or bonded labour.

RammyMen is committed to conducting business in a lawful and ethical manner, with these expectations being placed upon everyone involved with the organisation.

Through the Volunteer Code of Conduct, Vulnerable Adults Safeguarding Policy, Child Protection Policy and the organisation's formal reporting and complaints procedures, attendees, volunteers, staff, suppliers and everyone involved with the organisation is given a robust and comprehensive pathway for the identification and addressing of possible breaches of human rights and Modern Slavery concerns and issues. This coupled with a zero-tolerance approach for any perceived breaches provides the organisation with a strong foundation for addressing the above issues.

2.1 Assessing Risk

Understanding RammyMen's Modern Slavery risk is critical to targetting actions and partnerships to prevent and address the issue.

The cohorts that RammyMen deal with in its operations present a range of potential Modern Slavery issues. Those cohorts are as detailed below.

- Domestic and foreign migrant workers
- Refugees, asylum seekers, ethnic/religious minorities and displaced persons
- Those suffering domestic abuse or any other type of exploitation
- Young or student workers
- People of limited mental health or emotional health capacity

Potential sufferers can be encountered within RammyMen's suppliers, contractors or attendees, or with any contacts / friends / family members / neighbours of these.

RammyMen's ability to assess the risks related with suppliers is relatively limited (due to the small size and budget of the organisation), but those risks can be substantially mitigated by choosing suppliers who have robust Modern Slavery policies and procedures of their own in place. All sourcing shall be carried out in a responsible manner, with emphasis upon the rights of workers. On the occasion of any doubt in the ethical nature of a company or organisation, RammyMen shall err on the side of caution, and source goods or services elsewhere.

With regard to contractors, attendees and other contacts, RammyMen's directors and volunteers are trained in how to recognise the signs of Modern Slavery alongside the other safeguarding issues they may encounter. These issues are addressed in RammyMen's Vulnerable Adults Safeguarding Policy, which was written in-line with the Modern Slavery Act 2015, with that policy having well-defined processes and procedures for dealing with any issues identified.

Policy Approved:



R W Moss
Director



F K Howarth
Director