

## **Modern Day Slavery Awareness**

Modern Slavery is a crime and violation of fundamental human rights. It takes on various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal and commercial gain.

Newcastle Theatre Royal Trust is committed to increasing our awareness of the issues relating to modern slavery and will take an ethical approach to labour standards within our business such as:

- Right to works checks
- The use of zero hour contracts
- Pay
- Maternity and Paternity pay
- Annual leave
- Emergency leave
- Working hours
- Breaks
- Non-discrimination
- Diversity
- Harassment
- Complaints and grievances
- Discipline
- Privacy
- Appraisals
- Employee consultation
- Career development
- Right to collective bargaining

We are committed to ensuring that our staff are treated with equality, fairness, inclusion and respect and we in turn expect suppliers, contractors and other business partners to subscribe to high standards of ethical conduct and human rights, acting transparently and facilitating whistleblowing.

The Trust encourages staff to report any concerns they may have with regard to human trafficking and modern day slavery amongst colleagues or suppliers (and the Trust's policy in protecting the confidentiality of whistle-blowers would apply).