



The Autism Centre Limited

Modern Slavery Policy

Version: 1.1

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Next Review: 1 May 2028 or sooner when necessary

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1. Introduction

At The Autism Centre Limited, we are committed to conducting business ethically and with respect for human rights in all our activities. Modern slavery, human trafficking, and forced labour are serious human rights abuses that have no place in our operations or our supply chain. This policy sets out our stance on modern slavery and the measures we have taken to prevent, detect, and address any instances of it.

2. Policy Statement

The Autism Centre Limited is dedicated to:

- Preventing any form of modern slavery or exploitation in our own operations.
- Ensuring that our supply chain is free from modern slavery risks.
- Embedding ethical business practices across all levels of our organisation.
- Complying with the Modern Slavery Act 2015 and all applicable legislation.
- Taking a victim-centred approach that prioritises the identification, support, and protection of individuals affected by modern slavery, ensuring that our policies support victims rather than inadvertently penalising them.

We expect the same high standards from all our partners, suppliers, and other business relationships.

3. Scope

This policy applies to:

- All employees, volunteers, contractors, and board members of The Autism Centre Limited.
- All goods and services procured or outsourced by our organisation.
- All our business partners and suppliers, wherever they are based.



While we recognise that our organisation operates primarily in a service environment, we are committed to ensuring that at every level, our practices, and those of our suppliers, are free from any form of modern slavery or human trafficking.

4. Definitions

For the purposes of this policy, the following definitions apply:

- **Modern Slavery:**
Encompasses slavery, servitude, forced or compulsory labour, and human trafficking as defined under the Modern Slavery Act 2015. These practices exploit people for economic gain through coercion or deception.
- **Forced Labour:**
Any work or service which is exacted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily.
- **Human Trafficking:**
The recruitment, transportation, transfer, harbouring, or receipt of persons by improper means within or across borders, often for the purpose of exploitation.

5. Our Approach

5.1 Due Diligence and Risk Assessment

- We will conduct regular risk assessments across our organisation and within our supply chain, to identify and assess potential modern slavery risks.
- Our procurement and supply chain processes incorporate human rights due diligence measures. We will not only identify risks but take active steps to address and remediate any instances of forced labour or other modern slavery practices found in our operations or supply chain.
- We will review our existing supplier relationships and seek to develop new contracts that include clear clauses regarding modern slavery compliance.

5.2 Training and Awareness



- Regular training sessions will be provided to all staff so that they are able to recognise the signs of modern slavery across our operations and in our supply chain.
- We will ensure our staff are aware of the relevant legal obligations and our internal reporting procedures regarding any concerns about modern slavery.

5.3 Reporting and Remediation

- Any employee or contractor who suspects that any instance of modern slavery or exploitation might exist in our operations or supply chain should report their concerns in line with our Whistleblowing Policy or directly via the designated contact for modern slavery concerns.
- All reported concerns will be investigated promptly and remediative action will be taken where necessary. We remain committed to full transparency in our investigative processes while protecting the confidentiality of individuals involved.

5.4 Continuous Improvement

- Modern slavery risks are ever evolving. We will continue to monitor our practices and supply chain for improvement opportunities, adapt our due diligence processes as needed, and review this policy regularly. We are alert to the heightened risk of labour exploitation in the care and service sector and will give particular attention to this in our risk assessments and due diligence activity.
- Feedback from audits, staff, and external partners will be used to further enhance our efforts against modern slavery.

6. Responsibilities

6.1 Senior Management and the Board

- Ensure that this Modern Slavery Policy is embedded in our business strategy and daily operations.



- Allocate the necessary resources and provide oversight to guarantee effective monitoring and implementation.
- Review this policy on an annual basis to ensure it remains robust and aligned with legal requirements and best practice.

6.2 Designated Modern Slavery Officer

- A designated Modern Slavery Officer (or equivalent) is responsible for managing modern slavery risks and will act as a point of contact for any concerns.
- The Officer will ensure that risk assessments, due diligence checks, and necessary training related to modern slavery are conducted in a timely manner.

- **Contact Details for the Modern Slavery Officer:**

Name: Matthew Wombell

Email: matt@autismcentre.co.uk

6.3 All Employees and Partners

- Every member of The Autism Centre Limited and our partners must follow this policy and report any suspected breaches.
- Staff must actively participate in modern slavery awareness training and comply with all related procedures.

7. Monitoring and Review

- We will regularly monitor our practices and supply chain to ensure that our activities remain free from modern slavery.
- This policy will be reviewed at least annually, or whenever significant changes in legislation or business practice occur.
- Internal audits and consultations with external experts will be used to assess our performance against this policy.
- Feedback and recommendations will be incorporated to extend our efforts towards continuous improvement.



8. Approval and Acknowledgement

This Modern Slavery Policy has been approved by the Directors of The Autism Centre Limited. All staff, suppliers, and business partners are expected to comply with its guidelines. For further information or if you have any concerns regarding this policy, please contact our Modern Slavery Officer using the details provided above.

Signed: Matthew Wombell, Director, The Autism Centre Limited

Date: 30/04/2026