

MODERN SLAVERY STATEMENT

Organisation: **Staffordshire Chambers of Commerce**

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Document Prepared By: CSR Complete

1. Introduction

Staffordshire Chambers of Commerce (hereinafter referred to as "the Organisation") is committed to operating with integrity and transparency in all aspects of its business operations. This Modern Slavery Statement has been prepared in accordance with the Modern Slavery Act 2015 (the "Act") and sets out the Organisation's approach to identifying, preventing, and mitigating the risk of modern slavery and human trafficking within its operations and supply chain.

The Organisation recognises that modern slavery remains a significant global challenge affecting millions of people. This Statement demonstrates our commitment to ensuring that slavery and human trafficking do not occur within our organisation or within the supply chains of our suppliers and partners.

Staffordshire Chambers of Commerce is a leading membership organisation dedicated to supporting, connecting, and growing businesses across Staffordshire. We provide comprehensive services including international trade and export documentation, professional business training through initiatives such as the Chamber AI Academy, business events, networking forums, and advocacy to foster a thriving regional economy. Our workforce is composed primarily of professional staff based within the United Kingdom, with our supply

chain predominantly comprising UK based service providers, event organisers, technology suppliers, and professional trainers.

This Statement applies to all staff members, contractors, consultants, volunteers, and representatives of the Organisation. It reflects our values and commitment to the highest ethical standards in all our dealings.

2. Risk Assessment

The Organisation has undertaken a comprehensive assessment of the risks of modern slavery occurring within our operations and supply chain. This assessment considered the following factors:

2.1 Organisational Structure and Workforce

Staffordshire Chambers of Commerce operates as a membership organisation with a relatively small, stable workforce based primarily in the United Kingdom. Our staff are employed on formal contracts of employment with full compliance to National Minimum Wage legislation, employment rights protections, and standard working conditions. The risk of modern slavery within our direct employment is assessed as low, given our UK base, established HR practices, and transparent recruitment processes.

2.2 Nature of Services and Operations

The Organisation provides services that are primarily knowledge based and professional in nature, including training delivery, event organisation, networking facilitation, international trade documentation, and business advocacy. These services do not involve the production of physical goods or the use of labour intensive supply chains. Our risk profile reflects this service oriented business model.

2.3 Supply Chain Analysis

The Organisation's supply chain consists primarily of the following categories:

Service providers including event organisers, venue operators, technology and software suppliers, professional training providers, and administrative support contractors. The majority of these suppliers are established UK based businesses with whom we have developed long standing relationships.

Office and operational supplies including stationery, IT equipment, and office materials sourced from reputable UK based suppliers.

Professional services including accountancy, legal advice, recruitment consultancy, and marketing services.

The Organisation's supply chain does not include high risk sectors typically associated with modern slavery such as agricultural production, textile manufacturing, mining, or construction labour supply. All identified suppliers are based within the United Kingdom or other low risk jurisdictions.

2.4 Risk Assessment Conclusions

Based on the assessment undertaken, the Organisation has determined that the overall risk of modern slavery within its operations is low. However, the Organisation recognises that no organisation can be entirely free from risk, and we remain vigilant in our monitoring and due diligence processes. The risks identified are primarily concentrated in the supply chain, particularly in relation to the employment practices of third party suppliers and contractors.

3. Due Diligence

Staffordshire Chambers of Commerce has implemented a programme of due diligence measures designed to identify and mitigate the risks of modern slavery within our operations and supply chain. These measures are described as follows:

3.1 Supplier Selection and Onboarding

All new suppliers are subject to a due diligence process before engagement. This process includes:

Verification of the supplier's legal status, business registration, and financial standing through appropriate business records and credit reference checks.

Assessment of the supplier's location, sector, and nature of operations to determine whether higher risk activities are involved.

Where applicable, review of the supplier's employment practices, health and safety record, and any relevant certifications or accreditations.

Suppliers are required to confirm their compliance with all relevant employment legislation, including the National Minimum Wage Act 1998 and the Equality Act 2010. For higher risk suppliers or those with labour intensive operations, explicit confirmation of compliance with modern slavery legislation is sought.

3.2 Terms of Engagement

All supplier contracts include provisions requiring compliance with applicable UK employment law and, where appropriate, explicit clauses addressing modern slavery prevention. Supplier agreements specify that suppliers must not engage in any form of slavery, servitude, forced labour, or human trafficking.

The Organisation reserves the right to audit supplier compliance and to terminate contracts immediately should evidence of modern slavery or breaches of employment legislation come to light.

3.3 Ongoing Monitoring

The Organisation maintains contact with key suppliers and monitors for any indicators of concern regarding their employment practices or supply chain transparency. This includes:

Regular communication with suppliers regarding changes in operations or supply chains.

Monitoring of public information and news sources for any adverse reports concerning suppliers.

Response to any concerns raised by staff, customers, or other stakeholders regarding supplier conduct.

3.4 Staff Awareness and Training

All staff employed by the Organisation receive induction training covering the Organisation's commitment to ethical business practices and the prevention of modern slavery. Staff are trained to recognise potential indicators of modern slavery and are encouraged to raise concerns through appropriate channels.

Key staff members involved in procurement and supplier management receive specific training on modern slavery risks and due diligence procedures. This training is updated regularly to reflect changes in legislation and best practice.

3.5 Grievance and Reporting Procedures

The Organisation maintains grievance procedures through which any staff member can raise concerns regarding modern slavery, employment practices, or any other breach of the Organisation's values and policies. All grievances are treated seriously and investigated thoroughly. The Organisation has implemented confidential reporting channels to enable staff and external parties to raise concerns without fear of retaliation.

3.6 Contractor and Temporary Staff

The Organisation engages contractors and temporary staff on occasion. All such engagements are subject to the same due diligence and monitoring procedures applied to permanent employees. Contractors are required to confirm their own compliance with employment legislation and, where applicable, their own modern slavery prevention measures.

3.7 Remediation

Should the Organisation identify any instance of modern slavery or breach of employment rights within its operations or supply chain, we are committed to working with all parties to implement immediate remediation measures. This may include provision of support to affected individuals, termination of supplier relationships, and cooperation with law enforcement or other appropriate authorities as required.

4. Review

This Modern Slavery Statement has been approved by the senior management of Staffordshire Chambers of Commerce. The Statement will be reviewed annually, or more frequently should significant changes occur in the Organisation's operations or supply chain, or should new risks be identified.

The Organisation is committed to continuous improvement in its modern slavery prevention measures. The next scheduled review of this Statement will take place on 22 May 2027. Following this review, an updated Statement will be published.

The Organisation welcomes feedback from stakeholders regarding the effectiveness of these measures and any suggestions for improvement. Such feedback should be directed to the senior management of the Organisation through appropriate channels.

Approval and Publication

This Modern Slavery Statement is approved by the senior management of Staffordshire Chambers of Commerce and is published in accordance with the Modern Slavery Act 2015. The Statement will be made available on the Organisation's website and provided to stakeholders upon request.

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