



Modern Slavery Policy

1. POLICY STATEMENT

1.1. Modern slavery is a crime and a violation of fundamental human rights. It takes 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 or commercial gain. Sussex Festival of Performing Arts has a zero-tolerance approach to modern slavery and SFPA is committed to acting ethically and with integrity in all its dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in SFPA or in any of our supply chains.

1.2. SFPA is also committed to ensuring there is transparency within SFPA's operations and in our approach to tackling modern slavery throughout our supply chains, consistent with disclosure obligations under the Modern Slavery Act 2015. SFPA expects the same high standards from all of our contractors, suppliers and other partners. Where SFPA enters into contracts, it will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and SFPA expects that our suppliers and partners will do the same.

1.3. This policy applies to all persons working for or on SFPA's behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and partners (of any description).

2. RESPONSIBILITY FOR THIS POLICY

2.1. The board of trustees has overall responsibility for ensuring this policy complies with SFPA's legal and ethical obligations, and that all those under its control comply with it.

3. POLICY

1. SFPA will not accept donations from individuals or organisations (charitable or non-charitable) who do not have in place safeguards against modern slavery or who have been convicted of an offence or have sanctions levied against them for human rights violations.
2. SFPA will not accept donations from individuals or organisations who are subject to the UK sanctions regime for human rights violations (or are resident in countries that are subject to such sanctions).

4. COMPLIANCE WITH THIS POLICY

4.1. Everyone working for, or on behalf, of SFPA in any capacity must ensure that they read, understand and comply with this policy.