

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps South East and Central Essex Mind (SECEM) has taken and is continuing to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

Our commitment to the principles of the Modern Slavery Act 2015

SECEM is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. SECEM wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

SECEM's recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and we will ensure that employees are paid no less than the National Living Wage rate applicable at the time

SECEM does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

SECEM maintains the following policies which are accessible to all staff:

- Whistleblowing policy
- Bullying and Harassment policy
- Equal Opportunity
- Anti Bribery
- Recruitment and Selection

Our supply chain

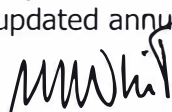
Due to the nature of our business, SECEM assess itself to have a low risk of Modern Slavery in our business and supply chains.

Embedding the principles

The principles will continue to be embedded in all our policies and procedures.

This statement has been approved by SECEM's Board of Directors and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020. This statement will be reviewed and updated annually.

Signed by



Chair

LINDSAY WHITE

On behalf of SECEM

Dated 25-09-19