

## Modern Slavery Statement

At North East Dance CIC, we are dedicated to fostering positive change within disadvantaged communities through innovative health and wellbeing interventions, including dance, fitness, and education. We are resolute in our commitment to eradicating modern slavery and human trafficking within our operations and the communities we serve. As a Community Interest Company, we prioritise maintaining ethical standards and integrity across all aspects of our work.

### **Our approach includes:**

**Supply Chains:** We work with a modest range of suppliers for fitness and dance equipment, venue hires, and IT services, rigorously assessing potential risks and prioritising partnerships with those who demonstrate transparent and ethical practices.

**Recruitment:** Our processes ensure all staff and volunteers are legally eligible to work in the UK and undergo necessary checks, such as DBS, to prevent any form of abuse or coercion.

**Non-Discrimination:** As an equal opportunities' employer, we are committed to a non-discriminatory, respectful work environment. We empower staff to report wrongdoing safely through our established whistleblowing policy.

**Policies and Governance:** Our Code of Conduct underscores our dedication to preventing modern slavery, with all staff, contractors, and suppliers required to uphold these values. Our Whistleblowing Policy provides a secure way to report unethical conduct.

Through these measures, we strive to maintain integrity and transparency, ensuring a safe and respectful environment for all involved with North East Dance CIC.