Triangle Community Garden

Modern Slavery Policy

Date	Details	Author	Review by
Feb 2025	New policy	Vicky Wyer	Feb 2028

1. Modern Slavery Statement

The Triangle Community Garden (TCG) has a zero-tolerance approach to modern slavery. We strive to act ethically and with integrity in all of our activities and relationships to make sure modern slavery is not taking place anywhere in TCG or in any of our supply chains. We will also make sure our approach is clear with our partner organisations.

We believe that a modern slavery statement is an important part of our approach to implementing our ethical policy. We have opted to adopt a statement which we will update and publish annually on our website, although we are not required to have such a statement under current regulations.

2. Organisation structure and supply chain

We are governed by our Articles of Association and a board of trustees who volunteer their time to help direct our work. They oversee our Project Manager who manages our small staff team. Our staff and volunteers are made aware of our Whistleblowing Policy where they can seek guidance on what to do should they suspect that Modern Slavery is taking place.

We use a number of suppliers to enable us to carry out our activities which include:

- the cleaning and maintenance of our facilities
- IT support contracts
- associates delivering our workshops and forest school activities.

We carry out employment checks, including making sure that our people have the right to work for us and we pay at least the Living Wage, as set by the Living Wage Foundation.

3. Strategy for addressing the risk of Modern Slavery

We consider the risk of modern slavery to be related to our supply chain and therefore, our procurement policy and procedures are key to this.

We will:

- review our procedures and create updated procurement documents
- roll out a risk assessment for current and new suppliers

4. Continuous improvement

Once we have done this the next steps in our work are to:

- review our related policies and documents to make sure these demonstrate the robustness of our approach to removing the risk of modern slavery from our supply chain
- update our staff on our new policies and procedures
- roll out our procurement approach to all current suppliers
- use our procurement approach to review all new suppliers
- make sure modern slavery is addressed in all key relevant policies including recruitment, safeguarding and whistleblowing.

5. Publication

- This policy will be available at Ransom's Pavilion, and on the Triangle Garden website: www.trianglegarden.org. It is available on request in hard copy – please email info@trianglegarden.org or write to Triangle Community Garden, c/o Hitchin Initiative, 1A Churchyard, Hitchin SG5 1HR.
- Current and new members of staff, volunteers, gardeners, trustees, tutors, hirers and contractors will be made aware of its existence and any revisions made.