

## **Modern Slavery Act 2015 –NWAS Supplier Code of Conduct**

### **Background**

The Modern Slavery Bill was introduced into Parliament on 10<sup>th</sup> June 2014 and passed into UK law on 26<sup>th</sup> March 2015. It addresses the crimes of holding another person in slavery, servitude, forced or compulsory labour or trafficking a person.

A person commits an offence if

- The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude
- The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour

### **Introduction**

North West Ambulance Service NHS Trust serves an approximate population of 7 million covering an area of 5,500 square miles and employs 5000 staff. The Trust receives 1.1 million emergency calls per year, which is 16% of the national (999) activity. To meet this demand the Trust has 3 emergency control centres and approximately 700 emergency vehicles.

The Trust also provides urgent care and patient transport services across the region and manages the NHS non emergency helpline, 111, regionally.

The Trust has an overall annual budget of around £285 million.

The Trust is fully aware of the responsibilities it has for patients, employees and the local community and as such, has a strict set of ethical values that are used as guidance with regard to commercial activities. The Trust expects that all suppliers adhere to the same ethical principles, which have been set out within this Supplier Code of Conduct.

## **Laws and Ethical Standards**

The supplier shall comply with all laws applicable to its business. It is expected that the supplier will support the principles of the United Nations Global Compact, the UN Universal Declarations of Human Rights and the International Labour Declaration on Fundamental Principles and Rights at Work 1998. These principles include:

- Child Labour
  - The supplier employs no children under the age of 15. If national laws or regulations allow children between 13 – 15 years old to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development.
- Forced Labour
  - The supplier will make no use of forced or compulsory labour.
- Compensation and Working Hours
  - The supplier will comply with the respective national laws and regulations regarding working hours, wages and benefits.
- Discrimination
  - The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

## **Health and Safety**

The Trust expects its suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier will comply with applicable health and safety regulations and provide a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work related illnesses.

## **Business Continuity and Planning**

The supplier must be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). Preparedness will include plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

## **Improper Payments / Bribery**

The supplier shall comply with international anti-bribery standards as stated in the United Nations Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. In particular, the supplier must not offer services, gifts or benefits to Trust employees in order to influence their conduct in any way that could be construed as being of benefit to the supplier.

## **Environment**

The supplier will comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

The Trust expects that the supplier will take climate protection into account in a way appropriate to their organisation, for example, through the setting of their own climate protection objectives.

## **Sub-Contractors and Partners**

The supplier will communicate the principles stated above to any of their sub-contractors and partners involved in the supply of products or services described within the main contract. The supplier will motivate such parties to adhere to the same standards.

## **Compliance**

North West Ambulance Service NHS Trust reserves the right, having given reasonable notice, to check compliance with the Supplier Code of Conduct and encourages its suppliers to implement their own binding guidelines for ethical behaviour.

Any breach of the obligations stipulated in this Supplier Code of Conduct will be considered a material breach of contract by the supplier.