



Glasgow Association for Mental Health

Modern Slavery and Human Trafficking Policy

Glasgow Association for Mental Health is committed to eradicating acts of modern day slavery and human trafficking from the business and its supply chain.

Modern slavery includes 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. The organisation will take a zero-tolerance stance against modern slavery.

The risks of modern slavery include but are not limited to: violence or threats; forced inescapable debt; confiscation of passport; threat of deportation; incentivising bribery or corruption; migrant worker exploitation; children being vulnerable to exploitation; unlawful withholding of wages; withholding identity documents; excessive work hours; restriction of movement; excessive fee deductions; and inflated loan repayments; .

The organisation acknowledges the provisions of the Modern Slavery Act 2015 and will ensure transparency both within the organisation and with its supply chain, being the suppliers of goods and services to the organisation.

The organisation will implement and enforce effective systems to prevent incidents of modern slavery and human trafficking taking place within the company or its supply chain.


To ensure the effectiveness of this policy the organisation will:

- Limit its geographical scope of operations to the UK.
- Conduct right to work checks at the recruitment stage.
- Ensure the minimum employment age is adhered to.
- Apply **Scottish Living Wage** thresholds.
- Build long-standing relationships with local and national suppliers.
- Not knowingly support or deal with any business involved in slavery or human trafficking.
- Implement a system to encourage the reporting of any concerns and the protection of whistle-blowers.



This policy applies to all employees at every level including Directors, Managers and Supervisors and to all contractors, external consultants, third-party representatives and business partners.

Training on preventing modern slavery will be provided to all employees.

Signed: 

Date: 3rd April 2025

(Jacqueline Croft – Chief Executive)