

## **Modern Slavery Statement**

### **Purpose**

Modern slavery is a crime and a violation of fundamental human rights. Extern is strongly opposed to slavery and human trafficking. This statement has been published in accordance with the Modern Slavery Act 2025 and the Criminal Law (Human trafficking) Act 2008, (Amended 2013) and underlines our commitment to ensuring that modern slavery is not happening anywhere in or around our organisation.

### **Scope**

At Extern we work to the highest professional standards and comply with all laws, regulations and rules relevant to our organisation. We expect that same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or in any part of our organisation.

### **Our Structure**

Extern is a registered charity in the UK and Ireland (NI/ UK Registered Charity Number: NIC105869, ROI Registered Charity Number: 20055318) with a turnover of approximately £25 million.

Extern provides services across the island of Ireland employing 600 staff.

### **Our Policies**

We operate several policies and procedures which reflect our commitment to always acting ethically and with integrity and in all our business relationships. This policy applies to all Extern employees and anyone else associated or engaged with the organisation.

Our key policies and procedures which contribute to minimising the risk of modern slavery in our organisation include:

- **HR Procedures** – ensure that all our staff have the appropriate right to work documents and ensure that they are paid fairly and enjoy a competitive benefits package.
- **Procurement Policy** - ensures that we achieve both best value for money and service provision when selecting our suppliers. This includes

considerations based upon a supplier's reputation, compliance with laws and diversity of data.

- **Risk Management Policy** – ensures our activities are in line with all applicable legislations and regulations.
- **Health and Safety Policy** – always ensures the wellbeing of our employees and service users.
- **Whistleblowing/ Raising Concerns Policy** – provides guidance on raising concerns and reporting wrongdoing or malpractice within the workplace. We value our diverse workforce and operate an Equality Diversity and Inclusion Forum including internal stakeholders with a variety of backgrounds and experiences.

Our policies are regularly monitored and reviewed within the organisation. Extern will continue to review our policies and procedures to ensure they are effective, appropriate and are in line with the relevant legislation.

## **Due Diligence**

We are committed to ensuring there is transparency in our organisation and in our approach to tackling modern slavery throughout the organisation, consistent with our disclosure obligations under the relevant legislation. We expect the same high standards from all our employees, suppliers and other business partners. We require our suppliers to hold their own suppliers to the same high standards.

We have due diligence process in place to:

- Identify and assess potential risk areas in our organisation and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our organisation and supply chains.
- Monitor potential risk areas in our organisation and supply chains.
- Encourage the reporting of any wrongdoing through internal, external or anonymous whistleblowing procedures.
- Operate a thorough and robust recruitment process to ensure staff are compliant, capable and able to undertake work on the organisation's behalf.

We commit to regular reviews to further address the risk of slavery and human trafficking.

## Training

Extern aims to ensure that adequate information and training is provided and accessible to our employees. We provide induction training to all new employees which includes information on our policies and procedures. We are committed to ensuring that Extern staff are equipped to identify the risk factors of possible slavery and understand the implications of the legislation for our organisation.

Extern regularly reviews its focus areas and approach. This statement is periodically reviewed and updated in line with any legislative changes and best practice.

Signed: \_\_\_\_\_ Leslie Ann Scott      Chief Executive Officer

Signed: \_\_\_\_\_ Aideen D'Arcy      Extern Group Board  
Chairperson

Dated: \_\_\_\_\_