

[Your Business Name]

Anti-Slavery and Human Trafficking Policy

1. Policy Statement

[Your Business Name] is fully committed to preventing **modern slavery, forced labour, and human trafficking** within our business operations and our wider supply chains. We operate a zero-tolerance approach to any form of exploitation. We expect the same high ethical standards from all of our suppliers, contractors, private sellers, and trade partners.

2. Industry Context & Risk Profile

As an antique dealer, we recognise that our sector's risks primarily exist within:

- The **global sourcing** and transit of high-value goods, estate clearouts, and architectural salvage.
- Third-party contractors, including **freight forwarders, international couriers, and restoration/conservation specialists**.
- Supply chains originating from regions with weaker human rights protections or lack of transparency.

3. Due Diligence and Sourcing Controls

To mitigate risks, we enforce the following supply chain procedures:

- **Supplier Vetting:** We aim to source items from reputable, verified trade networks, auction houses, and established private collections.
- **Contractor Checks:** We request that our primary logistics, cleaning, and restoration partners confirm they provide legal UK wages and safe working conditions.
- **Origin Scrutiny:** We apply heightened scrutiny when purchasing stock or salvage from high-risk geographic areas, looking closely at how the items were procured and moved.

4. Responsibilities and Workplace Rights

- **Management Commitment:** The management takes overall responsibility for implementing this policy and ensuring staff understand the indicators of exploitation.
- **Employment Standards:** We ensure all direct employees are legally authorized to work in the UK, hold a valid contract, and are paid at least the UK National Minimum Wage/Living Wage.

5. Reporting Suspected Violations

Employees or trade associates must immediately report any concerns regarding human trafficking, forced labour, or suspicious supplier behaviour to **[Insert Name/Role, e.g., The Owner/Director]**.

Alternatively, anybody can report anonymous concerns to the official **UK Modern Slavery Helpline** on **08000 121 700**. No individual will suffer any professional detriment or retaliation for reporting a suspicion in good faith.

Signed: _____

Position: _____

Date: _____