

NEW WRITING NORTH

MODERN DAY SLAVERY STATEMENT

At New Writing North, we believe in the dignity, rights, and freedoms of all people. We are firmly committed to identifying, preventing, and addressing the risks of modern slavery and human trafficking within our organisation and across our creative collaborations.

Modern slavery is a serious violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour, and human trafficking. All forms involve the exploitation and control of individuals for personal or commercial gain, often through coercion or deception.

New Writing North is committed to ethical practices in all areas of our work, from employment to procurement. We are taking active steps to uphold human rights and promote fair treatment by embedding the following principles into our operations:

- Rigorous right to work checks
- Transparent use of contracts
- Fair pay and working conditions
- Equitable maternity, paternity, and emergency leave policies
- Reasonable working hours and rest breaks
- Commitment to non-discrimination, diversity, and inclusion
- Protection from harassment and bullying
- Clear and accessible complaints and grievance procedures
- Fair disciplinary processes
- Protection of privacy and personal data
- Regular staff appraisals and performance feedback
- Open communication and staff consultation
- Opportunities for professional development and training
- Respect for the right to collective bargaining and freedom of association

We expect our suppliers, freelancers, partners, and contractors to reflect our values by adhering to high standards of ethical conduct, labour practice, and human rights. We will continue to strengthen our due diligence processes to identify and manage risks of modern slavery within our supply chains and contracted services.

New Writing North encourages anyone connected with the organisation to raise concerns about potential instances of modern slavery or unethical conduct. We are committed to protecting the confidentiality of whistle-blowers and ensuring that any reports are handled responsibly and without fear of retaliation.

This statement reflects our ongoing commitment to act ethically and with integrity in all our relationships, and to take appropriate action wherever necessary to support a just, fair and free society.

Agreed by the board	
Date of Review	