



Modern Slavery Policy

Modern Slavery Act 2015

Annual Modern Slavery Statement 2024/2025 – Eco Ninjas Ltd

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. The term Modern Slavery captures a whole range of types of exploitation, many of which occur together. Someone is in slavery if they are:

- Forced to work – through mental or physical threat
- Owner or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or has restrictions placed on his / her freedom of movement

Eco Ninjas Ltd is committed to improving its practices to combat slavery and human trafficking.

Organisational structure

Eco Ninjas Ltd is a provider of reusable theatre hats and name and role badges. We mainly supply to the NHS. Eco Ninjas Ltd was founded back in 2020 by Danielle Checketts and her brother Neil Draper. The idea behind the business was to enhance patient and staff safety whilst offering a more sustainable, reusable types of theatre hats. We have sourced suppliers/manufacturers in different parts of the UK , our main supplier being ISO accredited in many areas.

The business is managed on a day-to-day basis by Neil Draper (Finance & Ecommerce) and Danielle Checketts (Sales & Customer Service). Our turnover for the last financial year was 45K and have reinvested any profits back into the business on IP & Patents.

Supply Chains

Eco Ninjas Ltd is strongly committed to ensuring our supply chains and business activities are free from ethical and labour standard

Eco Ninjas Ltd procures from only 2 main suppliers, who provide a range of fabric and non-fabric items.

The procurement of goods and services is undertaken in one of three ways:

1. Through Procurement Frameworks
2. Eco Ninjas Ltd direct procurement

Our policies in relation to slavery and human trafficking

Eco Ninjas Ltd is committed (in so far as reasonably possible) to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. In light of the obligation to report on measures to ensure that all parts of its business and supply chain are slavery free have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.



Eco Ninjas

Those workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure (in so far as reasonably possible) slavery and human trafficking is not taking place anywhere in its supply chains. Eco Ninjas Ltd operates the following policies that contribute to its approach to prevent slavery and human trafficking in its operations:

1. Recruitment policy.

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will.

2. Equal Opportunities.

We have a range of controls to protect staff from poor treatment and/or exploitation, which complies with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities.

3. Safeguarding policies.

We adhere to the principles inherent within both our safeguarding children and adults' policies. These provide clear guidance so that our employees are clear on how to raise safeguarding concerns.

4. Whistle blowing policy.

We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, without fear of reprisals.

Training

Eco Ninjas Ltd is committed to developing and delivering tailored training to our employees to raise awareness of modern slavery, human rights abuses, and blacklisting. We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

During 2024/2025 Financial Year we plan to:

Eco Ninjas Ltd will agree performance measures against activity to address the threat of modern slavery in our organisation and supply chains, this will be monitored via our in-house portal.

Update and publish our Modern Slavery Statement on an annual basis to reflect our progress.

Neil Draper

Neil Draper, Director
Eco Ninjas Ltd