

Modern Slavery Statement 2022



An update from the Chief Executive

This year, here, at the Blue Cross we have continued to improve our practices to combat slavery and human trafficking. This statement sets out the steps that Blue Cross and its wholly owned subsidiary companies, are taking to try and ensure modern slavery is not taking place in our business or supply chains and is made pursuant to Section 54 of the Modern Slavery Act 2015. We strive to act ethically and with integrity in all of our business dealings and relationships to minimise the risk that modern slavery is taking place anywhere in our own business or in any of our supply chains. We shall also ensure our approach and stance is clear with our partner organisations. This statement covers Blue Cross and its two wholly owned subsidiaries, Blue Cross Trading Company Ltd and Blue Cross (D&B) Company Ltd.

Organisational structure

We are a charity dedicated to helping sick, injured, abandoned, unwanted or homeless pets. Thousands of pets turn to us for help every year.

We are governed by a Board of Trustees who volunteer their time to help direct our work. They oversee our Directors who manage our 774 staff and 4,500 volunteers across the whole charity. We have two wholly owned trading subsidiary undertakings.

Supply chains

We have a variety of supply chains that provide goods, services and works to support the delivery of our frontline services as well as enabling internal functions to deliver services within the organisation. The vast majority of our suppliers and contractors are based in the UK or the EU. We acknowledge that there may be modern slavery occurring in our supply chains that we are not aware of and we are committed to continuously improving our processes and procedures to identify, reduce and eliminate this wherever possible.

Our policies on anti-slavery and human trafficking

We are committed to working towards ensuring that there is the lowest possible risk of modern slavery or human trafficking in our supply chains or in any part of our business. We have developed an Anti-slavery and Human Trafficking Policy, which reflects our commitment to acting ethically and with integrity in all of our business relationships. We will look to treat any breach of our Anti-slavery and Human Trafficking Policy very seriously. For example, there will be an investigation of any employee who has potentially breached the policy to determine whether disciplinary action is required.

We are also continuing the process of developing, effective systems and controls to minimise the risk that slavery and human trafficking is taking place anywhere in Blue Cross or our supply chains.

Supplier adherence to our values and ethics

We are currently undertaking additional work to improve our approach to procurement and ensure that it aligns with our values and that suppliers meet the standards we would expect from an Environmental, Social and Governance perspective. We have originally planned to make further progress with this work during 2021 but we have had to delay it due to other work taking priority as we emerged from the COVID-19 pandemic. We are now recruiting a dedicated procurement role to help ensure this work proceeds faster. As part of this work we have developed a Supplier Code of Practice and will be looking to communicate this to all our suppliers before the end of 2022, to ensure that they are aware of this and have understood our requirements of them. We will also identify the additional steps needed to engage with our largest suppliers and any suppliers we feel operate in particularly high risk markets.

As well as expecting our suppliers to follow our Supplier Code of Practice we will also look to develop and then perform agreed due diligence procedures when appointing new suppliers or other commercial partners, questioning them on elements within their supply chains that could be prone to abuse. We will then be able to monitor our performance of these agreed procedures and report against them.

Currently we carry out due diligence procedures on certain suppliers. But we acknowledge these have been ad hoc and know we need to do more to make this a more consistent process, which we can be confident will help identify where modern slavery might exist in our supply chains.

Our continued commitment

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking in Blue Cross and throughout our supply chains. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas. This includes communications through various channels to staff and also the ability to report concerns through our whistleblowing process.

This statement is made pursuant to section 54 (Part 6) of the Modern Slavery Act 2015 and constitutes Blue Cross's slavery and human trafficking statement for the financial year ending 31 December 2021. It has been approved by the Board of Trustees and is signed by Chris Burghes the charity's Chief Executive.



Chris Burghes

Chief Executive, Blue Cross
30 June 2022

Blue Cross

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