

African Adventures' Human Rights and Modern Slavery Policy

Definition

Human rights are the basic rights and freedoms that belong to everyone, throughout their life. They apply regardless of nationality, beliefs and life choices. Modern slavery is a crime and a violation of fundamental human rights. All types of modern slavery have in common the withdrawal of a person's freedom by another in order to exploit them for personal or commercial gain.

Introduction

This policy outlines both African Adventures' commitment to protecting and promoting human rights, and to preventing modern slavery and human trafficking within its business and supply chain.

African Adventures is an ethical and responsible company, and this is reflected in the way we carry out our business. Partnership, integrity and honesty are all words that describe African Adventures' approach to business, and, as such, we do all we reasonably can to protect human rights and ensure modern slavery is not taking place anywhere in our own business, or in any of our supply chains.

As a signatory since 2018 of the UN Global Compact's 10 universally accepted principles in the areas of human rights, labour, environment and anti-corruption, African Adventures is committed to upholding human rights throughout its operations. Particularly due to the nature of our work, it is essential that we demonstrate the procedures in place to ensure that modern slavery, or any other human rights issues are not present in, or connected in any way with, our business operations.

Responsibility for the policy

Our Managing Director has overall responsibility for ensuring that African Adventures is meeting its moral and legal obligations, and that all staff comply with this policy.

All staff are obliged to ensure that they are acting ethically, with integrity, and are highlighting any instance where we may not be fulfilling our responsibilities in respect of upholding human rights and preventing modern slavery.

Compliance with the policy

All staff are required to read, understand and adhere to this policy.

The protection and promotion of human rights is the responsibility of all those working for African Adventures, as is the prevention of modern slavery in any form. All staff are required to avoid any activity that may result in, or imply, a breach of this policy.

If staff are in any doubt about whether a specific act, or any general working conditions, in any of our business operations or relations may contravene any element of this policy, they are obliged to report this to the Office Manager or the Managing Director. We can confirm that no detrimental treatment will be experienced by anyone reporting their concerns in good faith, irrelevant of whether the concerns are upheld.

The policy is shared with all staff, stakeholders and suppliers, and is thereafter reinforced as appropriate and necessary.

Breaches of this policy

Any employee who breaches this policy is liable to face disciplinary action, which may result in dismissal.

Any stakeholder, supplier, individual or organisation working on our behalf who breaches this policy is liable to have the relationship terminated.

Communication and awareness of this policy

Our approach to protecting and promoting human rights and preventing modern slavery is shared on our website for all to view. The policy has been shared with all staff, and stakeholders where appropriate, and is thereafter reinforced as necessary.

African Adventures will always act to ensure that basic human rights are protected. More than a legal obligation, we have an ethical obligation to do all we can to ensure that fundamental rights are upheld.

Practical measures which demonstrate our commitment to protecting and promoting human rights, and to preventing modern slavery:

- We do not use, or in any way condone, any form of forced labour in our working operations
- We do not use, or in any way condone, any form of child labour
- We do not use, or in any way condone, bribery or corruption in business practices
- We comply with all minimum age requirements of local laws
- We comply with data protection guidelines to ensure that sensitive information is protected
- We commit to providing a safe, healthy and secure workplace for all employees

- We do not tolerate any physical or verbal harassment or abuse of employees
- Reporting procedures are in place for any incidence where staff or volunteers believe that policies are not being adhered to
- We support employees' rights to highlight concerns about their working environment, and do everything reasonably possible to address any issues
- We promote an inclusive, ideas-sharing culture and work hard to create an environment where employees can innovate, develop and succeed
- We celebrate achievements and we see failings as learning opportunities; no area of the business is singled out in terms of responsibility when issues occur
- We prohibit discrimination based on legally protected characteristics (including but not limited to: age, race, religion, ethnic orientation, sexual orientation, gender, and disability)
- Decisions about hiring and salary are based solely on objective reasons, rather than personal characteristics
- We invest in our staff by providing quality training and development opportunities that will help them progress in their role
- Our UK team work in partnership with our African colleagues, ensuring that all decisions are made in consultation
- We provide training on all policies and procedures for our staff across all four of our operating locations
- We only commit to working with pre-existing projects that don't rely on our support, but that openly welcome our support to develop, aiming for long-term sustainability