

# Modern Slavery & Human Trafficking Statement:

## Dogs Trust:

This statement is made on behalf of Dogs Trust (registered charity numbers 227523 and SC037843) and the following members of the Dogs Trust Group: Dogs Trust Worldwide (registered charity number 1167663) and Dogs Trust Promotions Limited (Dogs Trust's wholly-owned trading subsidiary with registered company number 00963277) ('we', 'our', 'us').

This statement is published in accordance with section 54 of the Modern Slavery Act 2015 for the financial year ending 31 December 2023.

Modern slavery is a hidden crime that encompasses slavery, servitude, forced labour and human trafficking. We are committed to continuously improving our high standards of operation to combat slavery and human trafficking in our business and supply chains, and in acting ethically and with integrity in our business relationships. Modern slavery has no place in our organisation or supply chain, and we take a zero-tolerance approach to it.

This statement will be reviewed and updated annually, and published on our website.

## Dogs Trust's Structure:

Dogs Trust is an unincorporated charitable association governed by a constitution last amended on 28 Sep 2021. It has a sole corporate trustee, Dogs Trust Trustee Limited.

Dogs Trust is the UK's leading dog welfare and rehoming charity. Our mission is to bring about the day when all dogs can enjoy a happy life, free from the threat of unnecessary destruction. Our key areas of work are as follows:

- Each year we care for around 16,000 dogs at our nationwide network of 21 Rehoming Centres. No healthy dog is ever destroyed.
- We run subsidised neutering campaigns in areas of the UK with the most acute stray dog problems.
- Our Education Officers give thousands of classroom presentations every year. Free teaching resources are made available to all schools in the UK.
- Our FREEDOM Project helps pet owners who are fleeing domestic violence by fostering their animals while they start a new life.
- The HOPE Project gives preventative veterinary care to dogs belonging to homeless people.

- We advise government on any matters concerning dog ownership.
- We operate a network of 39 charity shops in the UK
- Our Dogs School programme provides training to thousands of dogs and their owners each year.
- We conduct research on dog behaviours through our Generation Pup research program and provide training and behaviour advice to dog owners.
- Dogs Trust Worldwide provides grants and support to overseas charities, including to promote best practice, build infrastructure, manage stray dog populations, and stop transmissible diseases like rabies.

### Policies:

Dogs Trust does not support or knowingly engage with any business involved in slavery or human trafficking. We are committed to acting ethically and with integrity in all of our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or in any part of our business. We expect all those in our supply chain and contractors to comply with our values. We endeavour to raise awareness among all employees of the identification, prevention, eradication of modern slavery and human trafficking, and has policies and procedures in place to ensure that they can do so. The relevant policies are:

- Dogs Trust's Whistleblowing Policy - asks staff to confidentially report concerns if they suspect wrongdoing or danger at work including criminal offences
- Dogs Trust's Safeguarding Policy – references the modern slavery policy
- Dogs Trust's procurement processes - requires that suppliers of Dogs Trust meet certain ethical requirements, including ensuring supply chains are free from forced labour practices
- Recruitment Policy – all employees must evidence the right to work in the UK

### Supply Chain Risk Assessment & Processes:

Key areas of risk identified and risk mitigation measures:

- Grant expenditures – Dogs Trust provides grants and funding to organisations in the Dogs Trust Group (Dogs Trust Bosnia, Dogs Trust Ireland, Dogs Trust USA and Dogs Trust Worldwide), partner organisations in the UK and around the world, principally through Dogs Trust Worldwide, for specific projects to improve the lives of dogs and to eliminate human deaths from dog transmitted rabies. This includes organisations in high-risk countries such as Thailand, India and Sri Lanka. We undertake formal appraisals of each project and due diligence of the partner

organisation before making a grant. All grants are subject to a grant agreement. We conduct ongoing monitoring and evaluation of all grant projects, including in person visits for high value grants, to ensure they are being ethically conducted and are complying with the applicable grant agreement.

- Investments – ethical restrictions are imposed on investments made by our fund manager with regular reviews on investment.
- Corporate Partnerships – we undertake due diligence checks on all our corporate partners. We aim to maintain longstanding relationships with corporate partners and make clear from the outset our expectations for ethical business behaviour;
- Procurement - We acknowledge that a higher level of risk is likely to vest in the procurement of veterinary supplies and equipment, office supplies, building materials, information and communications technology equipment, food and some services' soft facilities such as gardening and cleaning. We require all new suppliers to sign up to our commitment that supply chains are free from forced labour practices. In addition, we include contractual obligations to comply with the Modern Slavery Act 2015 and any internal policies in contracts with our suppliers.

#### Effectiveness:

We monitor the effectiveness of our policies and procedures to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. Monitoring includes:

- internal and external audits;
- use of labour monitoring and payroll systems; and
- oversight of policies and procedures by senior management

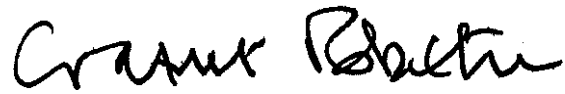
Our trustee and senior management hold ultimate responsibility for assessing and ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

#### Training and Capacity Building:

Dogs Trust will progress its commitment to the principles of the Modern Slavery Act by:

- Rolling out a mandatory awareness training plan to all staff and volunteers
- Ensuring modern slavery is addressed in all key policies and procedures across the charity

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.

A handwritten signature in black ink that reads "Graeme Robertson". The signature is written in a cursive, slightly slanted style.

Graeme Robertson, Director and Chairman  
For and on behalf of Dogs Trust