

Modern Slavery Statement – Xpact

1. Our Commitment

Xpact is committed to preventing modern slavery and human trafficking in all aspects of our operations. We recognise our responsibility to take a robust, proactive approach to ethical employment and supply chain practices — even as a small organisation.

We have zero tolerance for modern slavery, forced labour, or any form of exploitation.

2. About Us

Xpact is a UK-based mentoring organisation that supports children, young people, and vulnerable adults through digital and gaming-based engagement. Our services are rooted in safeguarding, inclusion, and trauma-informed care.

3. Relevance to Our Work

Although Xpact does not operate in a high-risk sector or maintain complex supply chains, we:

- Work with young people who may themselves be vulnerable to exploitation
- Employ staff and freelance mentors in flexible, remote roles
- Operate in digital spaces where online grooming and trafficking risks exist

We take these risks seriously and embed safeguarding and ethical recruitment throughout our work.

4. Actions We Take

We take the following steps to prevent modern slavery:

Safe Recruitment Practices

- All mentors and staff undergo safer recruitment screening
- Enhanced DBS checks are required for roles in regulated activity
- References and employment histories are verified
- Applicants must disclose criminal history where applicable

Contractor and Supplier Vetting

- Any third-party contractors or freelancers are expected to follow the same recruitment and safeguarding checks
- We include safeguarding and ethical clauses in service agreements where relevant

Safeguarding & Training

- All staff receive safeguarding training that includes signs of exploitation and abuse
- We promote awareness of the signs of grooming, trafficking, and coercive control
- Concerns can be raised under our Safeguarding Policy or Whistleblowing Policy

Policy Framework

This statement is supported by the following policies:

- Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Code of Conduct
- Whistleblowing Policy
- Complaints Policy

5. Reporting Concerns

Xpact encourages all staff, contractors, and service users to report any concerns related to modern slavery or exploitation. Reports can be made confidentially via our Designated Safeguarding Lead or Whistleblowing Procedure.

We will take all concerns seriously and escalate to relevant authorities if necessary.

6. Review and Governance

This statement is reviewed annually and signed off by Xpact's leadership team. It will be updated in line with any changes in legislation, risk assessments, or operational context.

Date Approved: October 2025
Next Review Due: October 2026