

TACKLING EXPLOITATION & SUPPLY CHAIN TRANSPARENCY

MODERN SLAVERY STATEMENT



Financial Year: 1 April 2024 to 31 March 2025

Say **NO**
to Slavery



Introduction

Cardiff Council delivers a wide range of statutory and discretionary public services, provided directly through our own workforce, and through over 8,000 private and third sector organisations, and has been a signatory of the Welsh Government's [Code of Practice: Ethical Employment in Supply Chains](#) since 2017. The Code's 12 commitments include tackling Modern Slavery and Human Trafficking. This Statement sets out the action the Council has taken during the last twelve months and plans to take in the forthcoming year, as we seek to ensure there is no Modern Slavery and Human Trafficking in our own business and supply chains.

Cardiff Council is fully committed to providing visibility to its Modern Slavery Statement and ensuring 'Transparency in Supply Chains'. To this end the Council is working in partnership not only through its new Ardal collaboration, but with Welsh Government, the wider public sector, suppliers, service providers, trades unions and others to address Modern Slavery challenges and drive collaborative action with a view to reducing the risk and incidence of modern slavery.

Ardal is a new procurement partnership with Local Authorities in Monmouthshire, Torfaen and Vale of Glamorgan managed by Cardiff Council, with an annual spend more than £1 billion. It is built on the principle of shared services; whereby public sector bodies work collectively towards a shared goal.

The Wellbeing of Future Generations Act and Social Partnership and Public Procurement (Wales) Act 2023 recognises the significant role procurement can, and must, play in supporting the delivery of environmental, social, economic, and cultural wellbeing across our communities and Wales. In addition, the Procurement Act (2023) will require significant changes to the way in which public sector procurement practice is managed.

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1. Defining Modern Slavery

Slavery is any system in which principles of property law are applied to people, allowing individuals to own, buy and sell other individuals. Victims are trafficked all over the world for little or no money – including to and within the UK.

The term ‘Modern Slavery’ captures an entire range of types of exploitation, many of which occur together. These include but are not limited to:

- Sexual exploitation: this includes sexual abuse, forced prostitution and the abuse of children to produce child abuse images/videos.
- Domestic servitude: this involves victims being forced to work in usually private households, performing domestic chores and childcare duties.
- Forced labour: this can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars).
- Criminal exploitation: This can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shoplifting, cannabis cultivation, drug trafficking (including ‘County Lines’) and other similar activities that are subject to penalties and imply financial gain for the trafficker.
- Human trafficking: this requires that a person arranges or facilitates the travel of another person with a view to that person being exploited. The offence can be committed even where the victim consents to the travel. This reflects the fact that a victim may be deceived by the promise of a better life or job or may be a child who is influenced to travel by an adult.
- Other forms of exploitation: organ removal; forced begging; forced benefit fraud; forced marriage and illegal adoption.

In 2023, the National Crime Agency recorded 559 potential victims of trafficking in Wales, an increase from 536 in 2022.

There is no typical victim, and some do not understand they have been exploited and that they are entitled to help and support. Victims are often trafficked to a foreign country where they are unable to speak the language, have their travel and identity documents removed and are told if they try to escape, they or their families will be harmed. Locally and across the United Kingdom, Criminal Exploitation generally and ‘county lines’ drug trafficking in particular has become a prominent way in which people, particularly children, are increasingly exploited. ‘County lines’ is the practice of trafficking drugs into rural areas and smaller towns and cities, away from the major conurbations. Many factors contribute to the way in which vulnerable children and other individuals are exploited by traffickers and it is a key factor that a child can never consent to their own exploitation. An improvement in the number of referrals of potential victims of trafficking into the National Referral Mechanism (NRM) has been achieved in Cardiff due to the increased awareness training that has been provided to practitioners.

The Council is fully aware of its designation as a ‘First Responder’ organisation under the National Referral Mechanism (NRM) and its responsibility to identify potential victims and refer cases to the UK Human Trafficking Centre Competent Authority of the National Referral Mechanism.

In 2023, 53 NRM referrals were made by Council staff who also assisted in many other referrals through close partnership working with other agencies including the police.

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2. Legislation

2023 marked a significant shift in anti-slavery supply chain legislation worldwide, with a stronger focus on stricter reporting requirements and global accountability. International businesses now face a complex landscape, juggling diverse regulations and ensuring compliance across the entire supply chain.

Navigating this landscape requires understanding our obligations, implementing the correct reporting procedures, and strengthening our approach to mitigating the risk of modern slavery.

Crucially, new legislation demands looking beyond our direct suppliers. It extends responsibility to lower tiers in our supply chain, often spanning the globe, although we recognise our approach must remain proportionate. Even as a UK-based public body where our suppliers are mostly domestic, their tier 1 sourcing might extend beyond the UK, subjecting Cardiff Council to these regulations through indirect connections.

We remain cognisant of anti-slavery legislation and other directives recently introduced by the European Union through the Corporate Sustainability Reporting Directive (CSRD) and from other countries including France, Germany, Netherlands, Norway, Japan, Canada, Australia and the USA.

(Even though the UK is not part of the EU (European Union), the EU Corporate Sustainability Reporting Directive (CSRD) (2022/2464) will impact on some UK incorporated companies. The CSRD, which entered into force in January 2023, sets out additional disclosures for companies to include in their annual report in relation to sustainability matters.)

3. Policy Framework

Cardiff Council's five-year plan [Stronger, Fairer, Greener](#) puts tackling poverty and inequality at the heart of the Administration's priorities. The Council is an accredited Living Wage employer, and we encourage our suppliers and contractors to pay the 'real' Living Wage.

In 2012 Cardiff Council started paying all its staff the real Living Wage; in 2015 became a Living Wage accredited organisation and in 2019 played a key role in contributing to Cardiff achieving Living Wage City status. ONS (Office for National Statistics) statistics show that in 2017 there were 42,000 (20.7%) jobs in Cardiff paying below the real Living Wage and by 2021 this had reduced to 24,000 (11.6%) of jobs.

The city now has 220 accredited Living Wage employers employing around 78,000 people, of whom around 13,300 had received a pay rise to the real Living Wage. Cardiff University estimate that since 2012 an extra £75 million has gone into the Cardiff economy because of uplifts to the real Living Wage.

The Council's over-arching [Corporate Safeguarding Policy](#) (which incorporates this Modern Slavery Statement) sets out the Council's duty and commitment to safeguard and promote the wellbeing of children, young people and adults at risk and to ensure that effective practices are in place throughout the Council and its commissioned services. The policy covers all functions and services of the Council and applies to all Council employees, elected members, foster carers, individuals undertaking work placements and volunteers working within the Council.

A new strategy setting out how the Council will use its purchasing power to support the authority's commitment to economic, social, environmental and cultural well-being in the city has been launched.

The [Socially Responsible Procurement Strategy 2022-27](#) sets out the key role that procurement will continue to play in enabling the Council to achieve its Stronger Fairer Greener vision, by maximising the social impact of its spend, accelerating the move to net zero and leading the way as a 'Fair Work' employer.

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This is a corporate strategy, and its delivery will require commitment and support from all Directorates and staff. It sets out what the Council will do to continue to improve the way in which it manages its procurement activity to support delivery of these priorities and features seven key Procurement Priorities including:

- Contributing to the Council's aim to be a Carbon Neutral City by 2030.
- Making procurement spend more accessible to local small businesses and third sector.
- Improving Fair Work and Safeguarding practices adopted by suppliers.
- Increasing community benefits and social value delivered by suppliers.

The Council wants to work with organisations that share its values and will support the delivery of the Council's Procurement Priorities.

The Council's focus and other key policies in this area include:

- Delivery of and compliance with the [Social Partnership and Public Procurement \(Wales\) Act 2023](#), which provides a framework to promote the well-being of the people of Wales by enhancing sustainable development (including by improving public services) through social partnership working, promoting fair work and socially responsible procurement.
- Continue to deliver the [Welsh Government's Code of Practice on Ethical Employment in Supply Chains](#) with a focus on the elimination of Modern Slavery, so that Cardiff Council plays a leading role in making Wales hostile to modern slavery. The Council's [Safeguarding Policy for Contractors](#) provides guidance to Contractors so that they understand their role in supporting the Council to safeguard and promote the wellbeing of children, young people and adults at risk from abuse, neglect or harm.

The [Whistleblowing Policy](#) enables Council staff and employees of the Council's contractors / suppliers to report unethical employment practices to the Council.

- **Employee Code of Conduct** makes it clear to employees the actions and behaviour expected of them when representing the Council. In performing their duties, they must act with integrity, honesty, impartiality and objectivity. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour in all its operations and when managing our supply chain.
- **Recruitment policy** - the Council always aims to recruit the person who is most suited to the job. The Council has robust recruitment processes, which includes document checks to ensure that candidates are allowed to work in the UK.
- **Agency workers** – the Council sources all agency workers and temporary staff either through Cardiff Works or via Matrix SCM who are a managed service provider whose Modern Slavery Statement sets out their zero-tolerance approach to modern slavery.

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4. Our Supply Chains – Spend Profile and Risk Prioritisation

The Council spends around £600m each year procuring a diverse range of goods, services and works from over 8,000 suppliers and contractors, whilst the Ardal procurement partnership with Local Authorities in Monmouthshire, Torfaen and Vale of Glamorgan managed by Cardiff Council, accounts for a collective annual spend more than £1 billion.

As well as achieving substantial value for public money spent on these goods, services and works, there is increasing importance on procurement that supports key issues such as decarbonisation, fair work, delivering community benefits and maximising opportunities for local businesses and communities, as required by the new Social Partnership and Public Procurement (Wales) Act.

The high-risk sectors for Modern Slavery include agriculture, leisure, hospitality, catering, cleaning, clothing, construction, social care and manufacturing. A review of Council spend has shown that for most of the high-risk areas the Council provides the service in-house, utilises national frameworks and/or local suppliers. The risk of modern slavery and human trafficking by our direct suppliers is considered low.

Through the tendering process, the Council ensures that our direct suppliers are aware of our commitment to tackle modern slavery and human trafficking and that they also understand their obligations as a supplier or contractor of the Council.

The Council undertakes due diligence when considering taking on new suppliers and will seek to review its existing suppliers on an annual basis through its contract management arrangements. The due diligence and reviews include:

- Ensuring compliance with the s54 (Modern Slavery Act 2015) requirement regarding a Modern Slavery Statement and, as part of tender evaluation and ongoing contract management, consideration of the potential and likelihood of modern slavery; seeking mitigations from the supplier through a clear understanding of the suppliers' structure, business and supply chains and policies in relation to slavery and human trafficking.
- Conducting supplier assessments to create a risk profile focusing on financial stability and covering insurance and compliance with various employment policies including the Welsh Government's Code of Practice: Ethical Employment in Supply Chains.
- Taking steps to improve sub-standard supplier practices, including the provision of advice to suppliers and requiring them to implement Action Plans; for example, to demonstrate compliance with safer recruitment guidelines.
- Participating in collaborative initiatives focused on human rights and socially responsible procurement policies in general and modern slavery and human trafficking in particular.
- Invoking sanctions in respect of suppliers who fail to meet our expectations or to improve their performance in line with an Action Plan, which includes a provision to terminate the business relationship.

With all invitations to tender for business with Cardiff Council over £1 million, there is an expectation that the supplier should be a signatory of the Welsh Government's Code of Practice: Ethical Employment in Supply Chains, and the question is posed directly in Pre-Qualification Questionnaires (PQQs). This is also encouraged in all other tenders.

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5. Employee Training

Cardiff Council is committed to developing and delivering tailored training to our employees, including the Commissioning and Procurement Team, to raise awareness of modern slavery, human rights abuses and blacklisting. Corporate training will be included as part of the rolling programme of training on the Contract Standing Orders and Procurement Rules.

A generic **Corporate Safeguarding Children & Adults Awareness Raising Online Training Module** already exists which includes issues of Modern Slavery, and all Council employees are expected to complete it. The current completion rate (March 2023) is 84%. A range of training options is being piloted for non-desk-based staff.

The Council has produced National Referral Mechanism training which includes raising awareness and the referral process to the Single Competent Authority itself, including information about the devolved decision-making pilot in the cases of children.

[Devolving child decision making pilot programme: general guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page)

This process in Cardiff now aligns with the Safeguarding Adolescents from Exploitation (SAFE) operational delivery and wider strategic framework. Cardiff Children's Services has a safeguarding Adolescents from Exploitation (SAFE) Partnership and Service that oversees its work associated with Exploitation, Missing Children and the National Referral Mechanism (NRM) for Trafficking and Modern Slavery.

Training and awareness resources are made publicly available for use by partner organisations, including commissioned services.

We will publicise what the Council is doing to tackle Modern Slavery to all staff and highlight the <https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page> site to all our employees.

The Modern Slavery Training addresses:

- The Council's purchasing practices, which influence supply chain conditions, and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage or the provision of products by an unrealistic deadline.
- How to assess the risk of slavery and human trafficking in relation to various other aspects of the business, including resources and available support.
- How to identify the signs of slavery and human trafficking and action to be taken to report concerns and/or suspicions.

The initial steps to be taken if slavery or human trafficking is suspected.

How to escalate potential slavery or human trafficking issues to relevant parties within the Council (Multi-Agency Safeguarding Hub).

The external help that is available, including the [Modern Slavery Helpline, Gangmasters and Labour Abuse Authority \(GLAA\)](#) and the [Labour market enforcement - GOV.UK \(www.gov.uk\)](#).

- The messages, business incentives or guidance that can be provided to suppliers and other business partners and contractors to implement anti-slavery policies.
- The steps the Council should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios or to implement changes in business practices arising from an Action Plan, including the termination of the business relationship.

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6. Duty to Notify

Specified public authorities have a duty to notify the Secretary of State of any individual encountered in England and Wales who they believe is a suspected victim of slavery or human trafficking. The 'duty to notify' provision is set out in Section 52 of the Modern Slavery Act 2015 and applies to local authorities in England and Wales which includes Cardiff Council.

Guidance on the duty to notify is provided at:

<https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

This requirement in respect of potential victims of Modern Slavery is harnessed to responsibilities under the Social Services and Wellbeing (Wales) Act 2014 as set out in the Corporate Safeguarding Policy when, as an employee of the local authority, members of staff have a duty to report any safeguarding concerns in relation to a child or adult at risk.

For concerns about children contact	029 2053 6490
For concerns about adults contact	029 2033 8439
Out of hours and on weekends contact	029 2078 8570 (Emergency Duty Team)
Alternatively, contact the Modern Slavery Helpline	08000 121 700

If an individual is perceived to be at an immediate risk of significant harm call '999'

There are factsheets and a poster that explain what you need to do if you think someone has been a victim of Modern Slavery:

Modern Slavery - Duty to Notify Poster

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/560813/6.2286_HO_LL_Duty_of_notice_poster_2_v2.pdf

Modern Slavery – Duty to Notify Factsheet

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/560826/6.2286_HO_LL_factsheet_duty_to_notify_copy_V3.pdf

Both can be found at:

[Modern slavery: duty to notify - GOV.UK \(www.gov.uk\)](https://www.gov.uk/modern-slavery/duty-to-notify)



DO YOU THINK YOU HAVE COME INTO CONTACT WITH A VICTIM OF MODERN SLAVERY?

It is important to notify the Government to help build a clearer picture of this hidden crime.

Follow the steps below to help tackle modern slavery and ensure that victims who want it can get the right support.

IF YOU THINK THE VICTIM IS UNDER 18
You should complete an **NRM form**

IF YOU THINK THE VICTIM IS OVER 18
If you want to receive government support and are happy to be identified you should complete an **NRM form**
If they would like to remain **anonymous** you should complete a **duty to notify form (MST form)**

Visit **gov.uk** and search **'duty to notify'** for further details and to download NRM and MST forms and guidance.

In addition to the above reporting process, if the person you have encountered is in danger, you should call the police as normal.

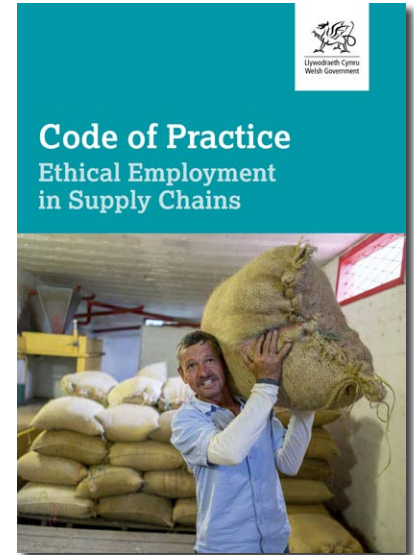
MODERN SLAVERY
modernslavery.co.uk

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7. Progress made to Increase Modern Slavery Due Diligence April 2023 – March 2024 (What we have done)

- Become a signatory of the Welsh Government's [Code of Practice: Ethical Employment in Supply Chains](#).
- Appointed Anti-Slavery and Ethical Employment Champion – Councillor Chris Weaver.
- Councillor Weaver continues to oversee the implementation of the Code of Practice.
- Continued the process of reviewing our supply chains to identify high risk areas.
- Developed a new [Socially Responsible Procurement Strategy 2022-27](#).
- Partnered with suppliers and other organisations to achieve Living Wage City status for Cardiff with more than 220 accredited Living Wage employers now employing around 78,000 people of whom around 13,300 have received a pay rise to the real Living Wage standard.
- Supported Modern Slavery Training being delivered across the Council, with a particular focus on children's services who have benefitted from bespoke Child Criminal Exploitation training from Barnardos.
- Monitored and reviewed Key Performance Indicators which includes the number of Council staff who have completed the online training module (currently 4860 – up from 4069 last year).
- Seen an improvement in the number of referrals of potential victims of trafficking into the National Referral Mechanism (NRM), which has been achieved due to the increased awareness training that has been provided to practitioners. In 2023, Cardiff Council staff made 53 referrals, a small decrease from 58 in 2022.
- Continued to support Welsh Government efforts to promote the Code of Practice and share best practice in relevant circumstances.
- Continued to review the Council's tender documentation and support Category Managers in ensuring Modern Slavery and Human Trafficking issues are fully addressed which include clauses to:
 - (i) Check that contractors who have a turnover above £36million have a Modern Slavery Statement.
 - (ii) Include the Code of Practice: Ethical Employment in Supply Chains as a part of our tender documents.



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- Continued to review the Council's standard T&Cs to ensure employment practices are considered as part of the procurement process:
 - (i) Carried out a further review of the ESPD/SQUiD question set for use in PQQs etc
 - (ii) Reviewed supplier contracts.
 - (iii) Ensured the absence of undue time and cost pressures which could result in unethical treatment of staff.
 - (iv) Embedded a zero-tolerance approach to Modern Slavery.
- In accordance with the Code of Practice – Ethical Employment in Supply Chains – delivered on a Modern Slavery Communication Strategy to ensure awareness is raised across the Council and with partners through the provision of relevant posters and other material which have been made available through the Council intranet and website.
- We are continuing to support Monmouthshire and Torfaen County Borough Councils in formulating and publishing their first Modern Slavery Statements (2023/24) as part of our commitment to the Ardal collaboration.
- We continue to share best practice, emerging trends and relevant case studies with Category Managers and other Directorates, with work ongoing to explore how best to mitigate risk in our supply chains where adult social care and solar PV procurement processes are concerned.
- We have supported campaigns such as Anti-Slavery Day to highlight the Council's commitment to the modern slavery agenda.
- Delivered on-site awareness-raising training to prominent suppliers from the construction industry (ISG Ltd – Cantonian High School development October 2023).
- Attended a 'Meet the Buyer' event to further engage with suppliers to help in their sustainable and ethical procurement processes.

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8. Responding to the Risk of Modern Slavery within the Council's Supply Chains April 2024- March 2025 (What we will do)

Cardiff Council will take the following action in our efforts to ensure that there is no Modern Slavery or Human Trafficking.

Ref	Action
1	<p>In line with clause 7 of the Code of Practice, continue to ensure that the Council carries out a regular review of expenditure and undertakes a risk assessment. We will continue to:</p> <ul style="list-style-type: none"> Identify any high-risk suppliers and monitor for human rights abuses and unethical employment practices which will become a standard agenda item in contract meetings and reviews. Explore ways of working with our Tier 1 suppliers to raise awareness of Modern Slavery to prevent it from occurring through a formalised Risk Assessment process: 'Tackling Modern Slavery in Supply Chains'. Continue to ensure Category Management teams have access to latest case studies, emerging trends and relevant intelligence on potential exploitative practices experienced by other authorities and organisations within procurement processes. Current 'Red Flags' have been identified in Adult Social Care and the Solar PV sectors and category Managers will receive support in managing risk in these and across other relevant contracts.
2	<p>Utilising the Code of Practice – Ethical Employment in Supply Chains – deliver on a Modern Slavery Communication Strategy to ensure awareness is raised across the Council and with partner organisations and other agencies.</p> <ul style="list-style-type: none"> Share learning, best practice and emerging trends with relevant Directorates and their suppliers, together with other public sector partners and look to learn from their experiences. Continue to seek positive engagement with Trades Unions to raise awareness of Modern Slavery with their members.
3	<p>We shall seek to ensure that any new requirements arising from the review of Welsh Government's 'Code of Practice – Ethical Employment in Supply Chains' are fully implemented within procurement and associated working practices once it is released, including Fair Work Guidance arising from the Social Partnership & Public Procurement (Wales) Act 2023 and the requirements of the Cabinet Office's Procurement Policy Note 02/23 (Management of Risks in the Supply Chain – Tackling Modern Slavery in Government Supply Chains).</p>
4	<p>Review and update where necessary the Modern Slavery Statement annually and report progress on an Action Plan.</p>
5	<p>Continue our efforts to work with suppliers to pilot the Modern Slavery Self-Assessment Questionnaire (SAQ) in the construction industry.</p>
6	<p>We shall continue to 'go the extra mile' and participate in campaigning and collaborative Human Rights initiatives aimed specifically at Modern Slavery and Human Trafficking, including pro-actively engaging with 'Anti-slavery Day,' contributing to the LGA's Modern Slavery guide and the Human Trafficking Foundation's Best Practice manual for Councils.</p> <p>Further consideration will be given to participation in other proactive initiatives – supporting victims of Modern Slavery through collaboration with Non-Governmental Organisations and the Council's 'Into Work Service' – and lobbying for better victim support.</p>

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Ref	Action
7	We shall continue to advise and assist suppliers who make commitments through Social Value to realise those that are related to Modern Slavery.
8	<p>We will continue to collaborate with other agencies (including Welsh Government) to ensure the availability of Modern Slavery (virtual and in-person) training on a multi-agency basis and across the various Council directorates alongside the wider Corporate Safeguarding training.</p> <ul style="list-style-type: none"> • In collaboration with Welsh Government and other partners, we shall scope the UK-national resources available for training and due diligence provided by the Crown Commercial Service, Government Commercial Function and others. • We will identify staff requiring training in ethical employment practices and seek to build awareness / capacity particularly amongst front-facing members of staff working in the Community. • We will keep records of who has undertaken training across the various directorates and target those where completion rates require improvement. • We shall engage with directorates where non-desk-based staff do not have access to our online training, to identify other means of delivering awareness raising training. • We shall continue to enhance the available training to include further information on the current picture we are seeing of Child Exploitation (which accounts for most CE cases within Cardiff) including the emergence of peer-to-peer exploitation.
9	Monitor the development of the use of Artificial Intelligence (AI), which now has increasing importance with its potential to improve the accuracy and efficiency in the detection, monitoring, and prevention efforts of mitigating human trafficking. Additionally, AI has the potential to improve supply chain transparency and traceability, which aids in preventing slave labour and human trafficking.
10	We shall continue our active 'Ardal' collaboration with Monmouthshire, Torfaen and Vale of Glamorgan Councils to ensure robust procedures are in place to combat the risk of Modern Slavery and best practice is shared.
11	We shall continue to ensure devolved NRM decision making is closely aligned to existing safeguarding mechanisms. We will work to increase our understanding of the support needs of identified victims and monitor the benefits of a local decision-making process on the timeliness and effectiveness of the support provided.
12	We shall continue to provide support to Category Managers within the procurement process on the risk assessment and due diligence elements of contract management with a view to identifying high-risk suppliers.
13	We shall explore the links between modern slavery and climate change because of the need to transition to a low carbon economy and the impact on the vulnerability of persons who are forced to move or seek work elsewhere as changing climates makes livelihoods unsustainable.

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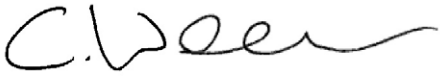
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9. Supporting Material / Resources

In addition to the links highlighted throughout the Statement the Home Office has a range of documents and promotional material available - <https://www.gov.uk/government/collections/modern-slavery>

10. Statement Sign Off

This Statement has been approved by Cardiff Council's Senior Management Team and will be reviewed and updated annually.

Signed by .....**Councillor Chris Weaver**

Cabinet Member for Finance, Modernisation & Performance
Cardiff Council

Date signed off... 1 / 4 / 2024

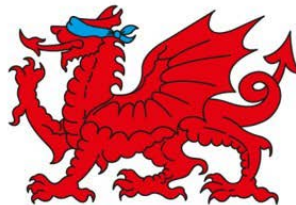
Signed by .....**Paul Orders**

Chief Executive
Cardiff Council

Date signed off... 1 / 4 / 2024

**'Na' i gaethwasiaeth
yng Nghymru****Os gwelwch chi
rywbeth, rhannwch ef!**Mewn argyfwng: **999**Heb fod mewn argyfwng: **101**Crimestoppers: **0800 555111**

Llinell gymorth caethwasiaeth

Modern: **0800 0120 700**cymru.gov.uk/gwrthgaethwasiaeth**Say no to slavery
in Wales****If you see it,
report it!**In an emergency: **999**Routine: **101**Crimestoppers: **0800 555111**

Modern Slavery Helpline:

0800 0120 700wales.gov.uk/anti-slavery