

DOGWOOD PRODUCTIONS CIC

ANTI-SLAVERY POLICY

Dogwood Productions is a Community Interest Company and referred throughout simply as “Dogwood”.

We are committed to reviewing our Anti-Slavery Policy regularly. This policy was last reviewed: January 2026

This document, and any supporting documents, are accessible to staff, including freelance staff and those contracted on a short-term basis.

This policy is an active document and will be monitored and reviewed regularly to ensure it remains fit for purpose and in line with current legislation and guidance.

Primary Aims

- We are committed to acting ethically and with integrity and doing what we reasonably can to ensure that modern slavery and human trafficking are not occurring in our projects.
- We will explain the steps we are taking and to set out the responsibilities of everyone who works with us.

Definitions and Response

The Modern Slavery Act (MSA) 2015 covers four activities:

- Slavery, the exercising powers of ownership over a person;
- Servitude, the obligation to provide services imposed by the use of coercion
- Forced or compulsory labour, the work or services are exacted from a person under the menace of a penalty and for which the person has not offered themselves voluntarily; and
- Human trafficking, arranging or facilitating the travel of another person with a view to their exploitation

Modern slavery is a complex and multi-faceted crime. We will pay particular attention to any outsourced activities, particularly to jurisdictions that may not have adequate safeguards. All those that work with Dogwood must observe this policy and be aware that turning a blind eye is unacceptable and not an option.

Statement on Modern Slavery

Slavery, forced labour, servitude, and human trafficking are types of ‘Modern Slavery’ criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.

Dogwood conducts its business fairly, ethically and with respect to fundamental human rights. It is committed to the prevention of all forms of Modern Slavery, both in our activity and those we work with. We will not tolerate it.

Identifying Slavery

There is no typical victim and some victims do not understand they have been exploited and are entitled to help and support. We recognise key signs that could indicate that someone may be a slavery or trafficking victim.

- The person is not in possession of their own passport, identification or travel documents.
- The person is acting as though they are being instructed or coached by someone else.
- They allow others to speak for them when spoken to directly.
- The person is withdrawn or they appear frightened.
- The person does not seem to be able to contact friends or family freely.
- The person has limited social interaction or contact with people outside their immediate environment.

This list is not exhaustive and clearly, a person may display a number of the trafficking indicators set out above but they may not necessarily be a victim of slavery or trafficking.

Reporting Slavery

We recognise that talking to someone about concerns may stop someone else from being exploited or abused.

If a person engaged or working with Dogwood thinks that someone is in immediate danger, they should call the police.

If the concern is not putting another at immediate risk, they should discuss their concerns with the designated Anti-Slavery Officer - (ASO) - that until further notice is the Tour Producer. The ASO will decide a course of action and provide any further advice. This includes recognising that not all victims may want to be helped and there may be instances where reporting a suspected trafficking case puts the potential victim at risk.

Directors' Responsibilities

As an organisation Dogwood, and its directors on behalf of the company, will employ reasonable measures to remain alert to indicators of slavery. They will raise the awareness of colleagues and partners to the issue and treat any concerns raised by colleagues about slavery and human trafficking.

They will consider from time to time and designate who will fulfil the role of the ASO and commission any necessary training.

Dogwood will maintain an open and transparent grievance process for all those working for the company that articulate how to report concerns about unacceptable operational practices.

Those Contractors We Work With

We work to account for our supply processes. All our significant supplier contracts,

for industries considered high risk, should contain an anti-slavery clause. This clause will ask suppliers and their employees to commit not to engage in slavery or human trafficking and to undertake diligence on their own supply chain.

Dogwood does not use agencies for general or unskilled labour. It does not pay commission to agencies who represent creative practitioners who are engaged as freelance, contracted colleagues. We verify those engaged by the company are legally able to work in the relevant role. We provide information to all those new to working with us contracts that indicate holiday pay and any other benefits they may be entitled to.

Personal Responsibility

All those who work with or for Dogwood have responsibilities under this policy. Whatever their role they should keep their eyes and ears open and if they suspect someone is being controlled or forced by someone else to work or provide services, being ill-treated, they should follow the reporting procedure.

This policy encourages openness and our policy in respect of whistleblowing ensure no one will suffer detrimental treatment for reporting a genuine concern about modern slavery, human trafficking, other breaches of law or unethical practices that they suspect are occurring.

This policy does not form part of any employee's contract of employment or engagement and may be updated and amended in the directors' discretion from time to time. Nevertheless, we expect all our partners and employees to comply with it.