



## **Modern Slavery Statement for 2025/2026**

Cotswold Lakes Trust are committed to treating all people with dignity and respect, and to ensuring the organisations we work with meet our ethical standards. Slavery and human trafficking are fundamentally opposed to our values, and we are committed to ensuring that our organisation and those we work with are free of modern slavery and human trafficking. As such, we recognise and take seriously our responsibility to comply with all principles of the Modern Slavery Act 2015.

### **Our Organisation**

We are dedicated to the conservation and enhancement of the Cotswold Water Park for the benefit of wildlife and people. We have 11 employees and over 100 volunteers at Cotswold Lakes Trust and we are satisfied from our own due diligence that there is no evidence of any slavery or human trafficking within the organisation. We ensure our employees have the right support to maintain their mental wellbeing at work. This is reinforced by a wide policy framework, including a whistleblowing policy, recruitment and selection policy, grievance policy and safeguarding policy.

### **Our Supply Chain**

We use a range of suppliers who support our operations and provide services at events. We are committed to ensuring that our suppliers share in our high standards and that there is no slavery or human trafficking in our supply chain. We need all our suppliers to be compliant with the annual reporting needs contained within section 54 of the Modern Slavery Act. Our procurement policy and contract guidance needs contractors to adhere to the relevant sections of our safeguarding, health and safety, equal opportunities, and anti-discrimination policies. Should any of our suppliers or sub-contractors fail to meet these standards, we will take action to review or terminate our relationship with them.

### **Looking Ahead**

We will continue to review our policies and processes to ensure that they have appropriate and relevant references to modern slavery, and include modern slavery conditions in our tender documents, new supplier forms and other procurement documentation.

Our Senior Management and Trustees take seriously their responsibility in fulfilling these aims and will ensure that the organisation achieves them.

A handwritten signature in blue ink, appearing to read "Paul Hazel". The signature is stylized with a large, sweeping initial "P" and "H".

**Paul Hazel**  
Executive Chairman