



WE REMEMBER SUBMARINERS

Modern Slavery Policy

Modern Slavery and Human Trafficking Statement

We Remember Submariners have taken steps and will continue to do so, to understand and minimise the potential risk of modern slavery in its charitable work and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About We Remember Submariners

We Remember Submariners (WRS) is a not-for-profit organisation that has held status as a Registered Charity of England & Wales since December 2017.

WRS raise funds through donations, events and the sale of unique annual Memorial Pins, plus other items of memorabilia. Funds raised are used to:

- Provide wreaths at National Remembrance events, Submarine Memorials around the world, and to fund a wreath or donation in lieu, as specified by the Next of Kin for the funeral of all submariners (retired or serving) who have Crossed the Bar.
- Gift special Memorial Pins to the immediate relatives of all deceased submariners. These pins are named 'Moly' Pins, in honour of the late Lt Cdr Ian Molyneux GM RN, and cannot be purchased.
- Send cards of condolence to families of deceased submariners.
- Provide guidance and signposting to the submarine community, to support their health and welfare.
- Provide monetary grants, on a case-by-case basis, to dependent relatives of deceased submariners and other members of the wider submarine community.

Our Commitment to the Principles of the Modern Slavery Act 2015

We Remember Submariners is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

Remember Submariners are committed to creating and ensuring a non-discriminatory and respectful working environment for our volunteers. We want all our volunteers to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment of volunteers and people management processes are designed to ensure that all prospective volunteers are legally entitled to work in the UK and to safeguard volunteers from any abuse or coercion.

WRS do not enter into charitable work with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Supply Chain

Due to the nature of our Charity, WRS assess themselves to have a low risk of modern slavery in their charitable work and supply chains. Their supply chains are limited, and procure goods and services from a restricted range of UK and overseas suppliers.

Our Policies in Relation to the Modern Slavery Act 2015

The following policies are available to all volunteers through the WRS Share Point:

- Code of Conduct and Ethics
- Whistle Blowing Policy
- Bullying and Harassment Policy
- Diversity and Inclusion Policy
- Recruitment and Selection Procedures

Embedding the Principles

WRS will continue to embed the principles through:

- Providing awareness training to volunteers on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring volunteers involved in procurement activity are aware of and follow the Modern Slavery Procurement Guidance on GOV.UK.
- Ensuring that consideration of the modern slavery risks and prevention are added to We Remember Submariners policy review process.
- Ensuring that We Remember Submariners procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.

This is relevant regarding bulk purchases of the annual pin and also the WRS contract with Kit World, plus any other contracts WRS currently use.

- Continuing to take action to embed a zero-tolerance policy towards modern slavery.
- Ensuring that volunteers involved in buying or procurement and the recruitment and deployment of volunteers receive training on modern slavery and ethical working practices.

This statement has been approved by: Gill Molyneux

for the financial year ending31st May 2025

This statement will be reviewed and updated annually.