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# Annual Statement 2022-2023

## **Introduction**

The Port of Milford Haven will not tolerate modern slavery or human trafficking within our organisation or our supply chains. We will also work to ensure that we have systems in place to achieve ethical employment in our supply chains.

This statement sets out the steps that we have taken to tackle modern slavery and human trafficking and to promote ethical employment and transparency in our supply chains. *Our Action Plan on 'Anti-Slavery and Ethical Employment in Supply Chains'* sets out how we will do this.

We have appointed CFO Jonathan Chitty as our Modern Slavery Champion.

## **Who we are and what we do**

The Port of Milford Haven is a Trust Port – an independent, commercially run organisation that has statutory responsibilities governed by its Acts, to maintain and improve navigation and the provision of Port and Harbour services and facilities.

Governance guidance issued by DfT described a trust port as ‘a valuable asset presently safeguarded by the existing board whose duty it is to hand it on in the same or better condition to succeeding generations’.

## **Our Commitment**

Our Modern Anti-Slavery Policy sets out MHPA’s commitment to the Modern Slavery Act 2015, our organisational structure and policies in relation to the modern slavery act, and how we embed the principals.

We are fully committed to comply with the Code of Ethical Employment in Supply Chains. We recognise the role The Port of Milford Haven has with regards to Modern Slavery prevention, and we are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.

We have a zero-tolerance approach to modern slavery in our organisation and our supply chains. The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Staff must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We take a risk-based approach to our contracting processes and keep them under review.



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### **Our Processes for Tackling Modern Slavery and Human Trafficking**

We will provide a mechanism for people outside our organisation to raise suspicions of unlawful and unethical employment practices.

We encourage all our employees, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can complete our confidential complaints form. <https://www.mhpa.co.uk/complaint-form/>

### **Our Supply Chains**

We will include a copy of our Modern Anti-Slavery Policy and question sets on ethical employment in all procurement tenders. We send the Code of Ethical Employment to all suppliers and ask how they support the code. We will work with our suppliers to rectify any issues of illegal or unethical employment practice.

### **Awareness Raising and Training**

We will work to raise awareness of modern slavery through our corporate communications and the provision of training for our staff.

