

# Cabinet

## 8<sup>th</sup> November 2021

### **Subject: Ethical Employment in Supply Chains Policy and Modern Slavery, Ethical Employment in Supply Chains Statement**

#### **Recommendations / key decisions required:**

1. To approve the Ethical Employment in Supply Chains Policy and;
2. To approve the Council's annual Modern Slavery, Ethical Employment in Supply Chains Statement

#### **Reasons:**

1. As part of the Council's sign up to the Welsh Government's Code of Practice – Ethical Employment in Supply Chains in June 2018 one of the 12 commitments (No.1) was to produce a written policy on ethical employment within our own organisation and our supply chains. Once produced we are required to communicate the policy throughout our organisation and we will review it annually and monitor its effectiveness.
2. Our 11th commitment is to produce an annual written statement outlining the steps taken during the financial year, and plans for future actions, to ensure that slavery and human trafficking are not taking place in any part of our organisation and its supply chains.

Relevant scrutiny committee to be consulted YES – Policy and Resources – 20<sup>th</sup> October 2021

Cabinet Decision Required YES – 8<sup>th</sup> November 2021 (PEB 4<sup>th</sup> Oct 2021)

Council Decision Required NO

#### **EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:-**

- Cllr. David Jenkins (Resources)

Directorate:  
Corporate Services / Chief Executive's

**Names of Directors:**  
Chris Moore

**Report Authors:**  
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Designations:

Director of Corporate Services

Head of Revenues & Financial Compliance

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**EXECUTIVE SUMMARY**  
**Cabinet**  
**8<sup>th</sup> November 2021**

**SUBJECT**

**Ethical Employment in Supply Chains Policy and Annual Modern Slavery, Ethical Employment in Supply Chains Statement**

The Welsh Government contacted all Local Authorities across Wales on the 9th February 2018, requesting the Council's adoption of the Code of Practice – Ethical Employment in Supply Chains. In June 2018 Carmarthenshire County Council formally committed to signing up to the Code and an action plan was produced by the Corporate Procurement Unit and colleagues in Policy and HR to take this forward.

As part of our commitment we are required to produce a written policy on ethical employment within our own organisation and our supply chains. Once produced we are required to communicate the policy throughout our organisation and we will review it annually and monitor its effectiveness.

A further commitment is to produce an annual written statement outlining the steps taken during the financial year, and plans for future actions, to ensure that slavery and human trafficking are not taking place in any part of our organisation and its supply chains.

A Social Partnership and Public Procurement (Wales) Bill is out for consultation which ended on the 23<sup>rd</sup> April 2021. This proposed Bill is looking to ensure the delivery of Fair Work through Procurement and to place duties on contracting authorities to explore options for delivering fair work. The proposal is to look at the inclusion of fair work practice questions and living wage, including due diligence on overseas supply chains, Employee voice and representation – union recognition, access to workers, collective bargaining; Security and flexibility; Opportunities for access growth and progression; Safe, Healthy and inclusive working environment; Legal rights supported and given substantive effect and Equality and diversity. This Bill will place duties on contracting authorities on the procurement cycle as a whole, not just the “advert to award” stages.

**DETAILED REPORT ATTACHED?**

**YES**

# IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: Helen Pugh

Head of Revenues & Financial Compliance

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>YES</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>

## 1. Policy, Crime & Disorder and Equalities

To ensure ethical employment in our supply chains.

## 2. Legal

We need to ensure that the Council complies with all relevant legislation.

## 5. Risk Management Issues

The Council will be required to carry out regular reviews of expenditure and undertake a risk assessment on the findings, to identify products and/or services where there is a risk of modern slavery and/or illegal or unethical employment practices within the UK and overseas.

# CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Helen Pugh

Head of Revenues & Financial Compliance

**(Please specify the outcomes of consultations undertaken where they arise against the following headings)**

**1. Scrutiny Committee**

Policy & Resources Scrutiny Committee will be consulted at its meeting scheduled for 20<sup>th</sup> October 2021

**2. Local Member(s)**

N/A

**3. Community / Town Council**

N/A

**4. Relevant Partners**

N/A

**5. Staff Side Representatives and other Organisations**

Consulted with the TU's on the draft Policy in November 2019.

**EXECUTIVE BOARD PORTFOLIO  
HOLDER(S) AWARE/CONSULTED**  
YES

Cllr David Jenkins

**Section 100D Local Government Act, 1972 – Access to Information  
List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
<b>Ethical Employment in Supply Chains Policy</b>		<b>Intranet</b>
<b>Modern Slavery, Ethical Employment in Supply Chains Statement</b>		<b>Intranet</b>