

3.0 Ethical Values

Your response to the following questions will inform the Council of your commitment to preventing slavery and human trafficking within your own organisation and the supply chain you use to support your activities. KPI's will be set for monitoring compliance and improvement in Ethical Practices during the contract period.

Please tick the following as applicable and provide information where requested:		
Slavery and Human Trafficking		
The Council is absolutely committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. The Council requires that all its direct suppliers, service providers and contractors to the Council adhere to the highest possible ethical standards in employment and are absolutely committed themselves to preventing slavery and human trafficking within their own activities and through their supply chain which includes manufacturers, and producers. All should be committed to preventing slavery and human trafficking.		
Employment		TICK AS APPLICABLE
		YES NO
Q3.1	Does your organisation / business currently pay employees the equivalent or higher of the Manchester Living Wage (MLW) currently, set at £9.00 per hour If working towards paying the Manchester Living Wage please provide date when this will completed:	
		DATE:
Q3.2	Does your organisation / business operate Zero Hours Contracts? <i>(Please provide reasons for operating this)</i>	
	Response:	
Q3.3	Does your organisation / business currently have a program to assure that slavery and human trafficking do not exist in your operations and supply chain? <i>If Yes, please describe your program.</i>	
	Response:	
Q3.4	Does your organisation / business: (i) recognise Trade Unions in your organisation / business? (ii) accept persons that have membership of a trade union into your work force? (iii) encourage employees to join a trade union of their own choosing?	
Q3.5	Does your organisation / business operate a whistle blowing process which is actively promoted within the organisation and suppliers (where applicable) to report any incidents of breaches or suspected breaches of the Modern Slavery Act 2015? <i>If Yes please describe your process</i>	
	Response:	

Q3.6	If your organisation / business has 250 or more employees in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 have you published and reported your gender pay gap data on your public facing website and to government online?		
Q3.7	If your organisation / business has fewer than 250 employees have you voluntarily published and reported your gender pay gap data on your: (i) Public facing website? (ii) Government online?		

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

Employers must both:

- publish their [gender pay gap data and a written statement](#) on their public-facing website
- report their data to government online - using the [gender pay gap reporting service](#).

If your organisation has fewer than 250 employees, it can publish and report voluntarily but is not obliged to do so.

Tender reference:
Contract Title:
Date:

4.0 Supply Chain Management –

Please tick the following as applicable and provide information where requested:			
Employment		TICK AS APPLICABLE	
		YES	NO
Q4.1	Does your supply chain (suppliers/providers/contractors) currently pay employees the equivalent or higher of the Manchester Living Wage (MLW) currently, set at £9.00 per hour? Provide detail of how you manage this within your supply chain.		
	Response:		
Q4.2	Does your supply chain (suppliers/providers/contractors) operate Zero Hours Contracts? (Please provide reasons for operating this)		
	Response:		
Q4.3	If you use sub-contractors or suppliers of goods and services, does your organisation / business have processes in place to check whether any of these have been convicted or had a notice served upon them for infringement of The Modern Slavery Act 2015? If Yes please describe your process		
	Response:		
Q4.6	If you use sub-contractors and suppliers, does your organisation / business have processes in place to check whether any of these operate a whistle blowing process which is actively promoted within their organisation / business to report any incidents of breaches or suspected breaches of the Modern Slavery Act 2015? If Yes please describe your process		
	Response:		
Q4.7	Does your supply chain:		
	(i) recognise Trade Unions		
	(ii) accept persons that have membership of a trade union into their work force.		
	(iii) encourage their employees to join a trade union of their own choosing		

Tender reference:
Contract Title:
Date: