

# WELSH GOVERNMENT CODE OF PRACTICE :

## ETHICAL EMPLOYMENT IN SUPPLY CHAINS STATEMENT 2023/24

The Welsh Government's Code of Practice for ethical employment in supply chains was introduced to highlight the need, at every stage of the supply chain, to ensure good employment practices exist for all employees, both in the United Kingdom and overseas. The Code also complies with UK legislation in the form of the Modern Slavery Act 2015.

The Code covers the following employment issues :-

- Modern Slavery and Human rights abuses
- Blacklisting
- False self-employment
- Unfair use of umbrella schemes and zero hours contracts
- Paying the Living Wage

All public sector organisations have a role to play to move this agenda forward and help to eradicate unlawful and unethical employment practices. This will include raising awareness of the Code with their own staff as well as their suppliers/contractors. Implementation of the commitments within the Code requires the co-operation of buying/procurement staff as well as recruitment.

Gwynedd Council's Cabinet approved the aims of the Code in July 2018 and produced an Action Plan, To date, the Council confirms that it meets the following commitments :-

- Production of an Ethical Employment statement, available on the Council website
- Appointment of Cabinet Member for Corporate Support as Ethical employment Champion, along with Cabinet member for Housing, Leisure and Culture (for Modern Slavery)
- Whistleblowing policy for staff to raise suspicions of any form of malpractice by its staff or suppliers/contractors working on Council premises
- Roll-out of Welsh Government's e-learning module on the Code of Practice to staff involved in buying/procurement and recruitment, and a record to be kept of those who have undertaken the training
- Payment of suppliers within 30 days of receipt of a valid invoice
- No unfair use of false self-employment, umbrella schemes or zero hours contracts which would result in avoidance of Tax/National Insurance or in any way unduly disadvantage its workers in terms of pay, rights, opportunities
- Assurance sought from suppliers, via the tender process, that they do not make use of blacklists/prohibited lists. Furthermore, no use of blacklists made by the Council
- Relevant questions related to the Code are being asked of our suppliers as part of pre-qualification
- Specific terms in relation to modern slavery and unethical employment have been incorporated into the Council's Standard Terms & Conditions
- Any Council staff who transfer to a third party will keep their terms and conditions of work
- Production of a Modern Slavery statement (in compliance with the Modern Slavery Act 2015), available on the Council website

The Council will continue to work with its staff to address the remaining commitments in the Code. It will also produce an annual written statement in relation to its obligations under the Modern Slavery Act 2015 and will update any progress made.

Welsh Government Code of Practice : <https://gov.wales/ethical-employment-supply-chains-code-practice>

Animation : [Code of practice: Ethical employment in supply chains - YouTube](#)