



POLICY STATEMENT

MANX MUSEUM AND NATIONAL TRUST (MMNT)

trading as Manx National Heritage (MNH)

MODERN SLAVERY STATEMENT

Policy Statement

Manx National Heritage has zero tolerance towards modern slavery and human trafficking in all our operations and supply chains.

Modern slavery includes slavery, servitude, forced or compulsory labour, human trafficking, debt bondage, and child exploitation. Although there is no legal obligation to provide this statement, we recognise our wider responsibilities to help safeguard vulnerable people from harm and exploitation in whatever form.

We take all reasonable steps to:

- Conduct our business in an honest and ethical manner
- Comply with all relevant legislation and follow best practices
- Deal only with suppliers and contractors who conduct their business legally and responsibly
- Follow safer recruitment policies and procedures prior to engaging staff and volunteers
- Carry out appropriate due diligence during procurement and processing of new tenancies
- Ensure regular inspections are carried out on our tenanted properties
- Adhere to our established policies on Safeguarding, Whistleblowing and Equality, Diversity & Inclusion

Legal and regulatory context

Our zero-tolerance stance to modern slavery and human trafficking is underpinned by legislation, guidance and best practice drawn from the following sources and agencies:

- Modern Slavery Act 2015 (UK)
- Isle of Man Employment legislation and codes of practice (including Control of Employment Act 2014, Employment Act 2006, Minimum Wage Act 2001)
- Isle of Man Government Whistleblowing Policy
- Safeguarding Act 2018 (IOM)
- Isle of Man Safeguarding Board
- Manx National Heritage Safeguarding Children and Adults at Risk Policy
- Equality Act 2017 (IOM)
- Manx National Heritage Equality, Diversity & Inclusion Policy



Who is responsible?

The Board of Trustees has ultimate accountability to ensure good governance of Manx National Heritage, including upholding zero tolerance of modern slavery in all forms.

The Chief Officer (Executive Director) has operational oversight and is responsible for reporting and policy review.

The Senior Management Team ensures the implementation of safer recruitment procedures, due diligence checks, training and policy awareness, and reporting issues.

Trustees, staff and volunteers at all levels have an obligation to adhere to our policies and procedures, to complete regular training as required, and to raise legitimate concerns via appropriate reporting, whistleblowing or safeguarding channels.

Review

This Modern Slavery Statement will be reviewed at least once every five years, or following significant change, incident or legislation update.

Date at which this statement is due for review: January 2031.

Approved by:	MMNT Board of Trustees
Date approved:	16 April 2026
Signed by:	The Chairman of the Trustees
Signature:	
Date:	23 April 2026