

Modern Slavery Act 2015: slavery and human trafficking statement

INTRODUCTION FROM THE DIRECTOR OF OPERATIONS

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2018.

ORGANISATION'S STRUCTURE

We are a leading international research centre based in Hertfordshire, UK, providing cutting edge research into sustainable agriculture. There is currently c.600 people working and studying at Rothamsted Research.

The Institute is governed by the Rothamsted Board. It is managed by the Institute Director and CEO. The Institute has 5 science departments, alongside Institute Strategic Programme Grants determined by Science Portfolios. Each department is managed by a Head of Department and a small Executive Team manage the Science, Operations and Science Innovation, Engagement & Partnerships (SIEP).

We have an annual turnover of £30m.

OUR SUPPLY CHAINS

Our supply chains include:

Professional Services

Estates and Construction

Catering and Events

Library

IT & Telecommunications

Laboratory & Scientific

Facilities – Furniture etc

Travel

Controlled Environment and Horticulture

Office Supplies

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

It is planned that we will carry out a high-level risk assessment of our contracts for goods and services to identify where supply chains or agreements extend into sectors and territories that are high risk in terms of the potential presence of slavery and human trafficking.

The Manager of Procurement and other senior managers who either procure goods or services, will receive training around the Modern Slavery Act 2015 and how to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We adhere to our core values of:

We pursue excellence
We embrace innovation and change
We act with integrity
We work collaboratively

The Institute's Procurement Procedures require compliance with the Modern Slavery Act 2015.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we will reflect the requirements of the Modern Slavery Act 2015 in our policies and procedures, and in our contracts and working documents. The risk of slavery and human trafficking within the supply chain is now flagged and will be mitigated within the Procurement strategy and the Institute Terms and Conditions including service agreements.

We will put in place systems to:

- Map out our suppliers and contacts
- Assess potential risk areas in our supply chains and contracts
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES [AND ETHICS]

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we will have in place a supply chain compliance programme. This will consist of:

- Putting in place appropriate pre-qualification / tender questions and standard contract clauses
- Communication from our Purchasing Manager to our suppliers to explain our values and the importance of supplier compliance with the Modern Slavery Act 2015.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff involved in purchasing, procurement or signing of contracts on behalf of Rothamsted.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- % of contractors reviewed
- Number of documents amended to reflect the Modern Slavery Act 2015
- Number of employees trained in the Modern Slavery Act 2015
- Remedial action taken by contractors / supply chains where non-

FURTHER STEPS

Review the completion and effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains.

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Date: 27 March 2019