



## Modern Slavery Statement

### Who we are

The Trustees of The Natural History Museum (the “Museum”) were established as a body corporate under the British Museum Act 1963, when the Museum was formally separated from the British Museum, of which it had been a part since the British Museum’s establishment in 1753. The Museum is also an exempt charity as listed in Part 3 of the Charities Act 2011. It is a Non Departmental Public Body (NDPB), sponsored by the Department for Digital, Culture, Media & Sport (DCMS). It is designated as an Independent Research Organisation by the Natural Environmental Research Council (NERC), Biotechnology and Biological Sciences Research Council (BBSRC) and Science and Technological Facilities Council (STFC).

### Our purpose

The Museum is the guardian of the national collection of over 80 million natural history specimens, a major scientific research establishment and a centre for innovative public engagement with science and the natural world, welcoming approximately five million visitors a year. We use our expertise in scientific research and public engagement *to inspire a love of the natural world and unlock answers to the big issues facing humanity and the planet.*

### Our operations

The Museum’s annual turnover in 2016/17 was £84.1m

The NHM occupies three sites in London and Tring, Hertfordshire and contracts with a large number of suppliers to facilitate its various scientific, visitor attraction, learning, commercial and estate management activities. The NHM employs approximately 900 permanent or fixed term employed staff. Additional workers are supplied through contracts for front of house, security, hospitality and events, cleaning and facilities management services.

### What we do now

The Museum is committed to conducting its affairs and procuring works, goods and services without causing harm to others. In furtherance of this aim the Museum makes this statement pursuant to s.54 of the Modern Slavery Act 2015 (MSA) to set out the measures it has in place ensure that modern slavery or human trafficking is not taking place within its own operations or its supply chain. Further, this statement sets out the steps it will take in the future to provide further assurance.

Ethics are an essential part of decision-making and practice in the Museum. The Museum's Ethics Policy sets out the key ethical principles and commitments that govern the NHM and staff in its three main roles - as a museum, as a public body and as a scientific institution.

Our objective is to achieve best value and professional standards in the procurement of all works, goods and services, and our Procurement Policy and central procurement team ensures propriety, transparency and compliance with the Museum's legal obligations and ethical standards.

Approximately 50% of the works, goods and services procured each year by the Museum are purchased through framework agreements let by bodies (such as the Crown Commercial Service and the London Universities Purchasing Consortium) that require suppliers to respect high ethical standards (such as the Base Code of the Ethical Trading Initiative) when engaging with international supply chains and which identify and audit supply chains which represent a medium- to high-risk of modern slavery, human trafficking, forced and bonded labour, and labour rights violations. The Museum's own tendering procedures for all key contracts, whether or not procured through framework agreements, also require suppliers to comply with the provisions of The Modern Slavery Act and the Museum's Environmental and Sustainability policies.

The Museum's recruitment selection practice is to conduct eligibility-to-work-in-the-UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Any permanent or temporary worker or contractor, student, volunteer or co-opted committee member who suspects that an offence has been committed by anyone at the Museum may refer to the Whistleblowing Policy which explains routes of reporting and investigation of concerns.

If the NHM discovers that suppliers (or potential suppliers) are, or have been, involved in modern slavery then we will do one or more of the following:

- a) report any unlawful behaviour to the relevant authorities;
- b) take reasonable steps to encourage the supplier to remedy any unlawful or unethical behaviour;
- c) require the supplier to provide further assurances that all unlawful or unethical behaviour has ceased and that adequate measures are in place to prevent its future occurrence; and

d) where possible and still appropriate, refrain from placing any future business to those suppliers.

### **Future actions**

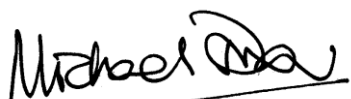
By the end of June 2018, the Museum will

- conduct a risk assessment exercise to identify high risk activities and develop an awareness-raising and training plan for staff members who manage such high risk contracts
- update procurement guidance to help staff who have the potential to come into contact with suppliers to recognise risk and comply with our standards and procedures
- seek assurances from new and existing key suppliers that they are observing acceptable ethical standards in relation to modern slavery and human trafficking. As a minimum, the NHM will expect all suppliers to be compliant with the MSA and to give assurances that they practise acceptable ethical standards within their own business and seek to enforce them within their supply chains
- introduce clauses into our standard contracts that require suppliers and other contractors not to engage in activities that would constitute an offence under MSA and to seek similar undertakings from their suppliers.

This statement has been approved by the Board of Directors and will be reviewed and updated annually

**On 8 February 2018**

**Signed by**

A handwritten signature in black ink, appearing to read "Michael Dixon", written over a horizontal line.

**Sir Michael Dixon**

**Museum Director**