



Statement on Slavery and Human Trafficking 2018-19

Introduction

The Natural History Museum is a world-class visitor attraction and leading science research centre. Our vision is of a future where both people and planet thrive. Our mission is to create advocates for the planet. One of our five strategic priorities is to create a resilient and sustainable organisation and the way in which we acquire goods, services and works forms a significant part of that challenge.

This Statement is designed to satisfy the requirements of Section 54 of the Modern Slavery Act 2015, by informing our visitors, partners, suppliers, staff and the public about the Museum's policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains and the steps taken to identify, prevent and mitigate the risks. This is the Museum's third annual statement to be published under the Act.

In our 2017-18 Statement, we set out what we did during the year to address the risk of human rights abuses in our supply chains and what we plan to do in the future. This year's Statement will show how we have moved that agenda along during the year 2018-19.

Our organisation

Managing the Museum's non-retail supply chains is the direct responsibility of the Procurement Manager, who reports to the Director of Finance and Corporate Services and thence to the Museum Director and the Board of Trustees.

Supply chains of goods for resale are the responsibility of the Head of Retail, who reports to the Head of Commercial Development and thence through the Director of Engagement to the Museum Director and the Board of Trustees.

During 2018-19, the Museum spent in excess of £36m on goods, services and works, from a total expenditure of £94m.

Our policies in relation to slavery and human trafficking

The Museum is committed to conducting its affairs and to procuring goods, services and works without causing harm to others. 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 Museum 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 goods, services and works and our Procurement Policy and our central procurement function ensures propriety, transparency and compliance with the Museum’s legal obligations and ethical standards.

The Museum supports the UK Government’s National Action Plan, updated in May 2016, to implement the UN Guiding Principles on Business and Human Rights.

Our spend categories and those that present risks of human rights abuses

The Museum’s principal spend categories are:

- Laboratory equipment, services and consumables;
- Library resources;
- Building maintenance services;
- Information technology equipment, software and services;
- ‘Soft’ facilities management services (cleaning, portering, catering and security services);
- Exhibition design and construction services;
- Marketing and publishing services;
- Goods for resale in our retail outlets; and
- Temporary labour (for e.g. front-of-house and retail services).

In 2017-18, the Museum completed a risk assessment exercise to identify ‘high-risk’ spend categories. The principal categories which the Museum deems as carrying higher risks of human rights abuses are garments, electronic equipment and services such as cleaning, catering and security services. In 2018-19, we added goods for re-sale in our retail outlets to our list of high-risk spend categories.

The Museum deems the corresponding source countries to be as follows:

<i>Category</i>	<i>Countries of Origin</i>
Garments	Bangladesh, China
Electronic equipment	East Asia, China, India, Eastern Europe, Mexico
Goods for re-sale	East Asia, China, India
Cleaning services	United Kingdom
Catering services	United Kingdom
Security services	United Kingdom

Our supply chain due diligence and its effectiveness

In line with developing good practice in public procurement, the Museum follows a risk-based approach to supply chain due diligence. We do this by adopting a tailored approach to mitigating the risk of human rights abuses in each ‘high-risk’ spend category listed above.

Helping eradicate abuses in electronics supply chains: Affiliation to Electronics Watch

In April 2018, the Museum became affiliated to Electronics Watch through an arrangement with LUPC. Electronics Watch is a non-profit collaborative organisation monitoring global electronics supply chains for human rights abuses. The Museum has used collaborative framework agreements that include supplier due diligence and monitoring clauses for the procurement of digital workplace solutions spanning some 1,000 devices. This gives the Museum contractual rights, as part of Electronics Watch, to enter into dialogue with suppliers and collaborate with them to establish due diligence and mitigation strategies to address human rights risks.

Working to improve working conditions in garment supply chains and goods for resale: Membership of Sedex

In 2018-19, the Museum joined Sedex, home to one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chains. It is used by companies, particularly those in the garments industry, to manage their performance around labour rights, health & safety, the environment and business ethics. This helps to mitigate the risk of poor working conditions and human rights abuses for workers employed in manufacturing:

- uniforms worn by our front-of-house and retail staff and also by our contractors' cleaning, portering, catering and security staff working in the Museum; and
- goods for resale in our retail outlets.

Reducing the risk to people working in high-risk activities in the Museum

Our Soft Facilities Management Services contractor has given us a written undertaking that it employs all cleaning and portering workers directly and will not use third party agencies. This practice virtually eliminates the exposure of workers to the risk of human trafficking.

Training and capacity building

The Museum seeks to improve itself and others by facilitating training for Museum staff and partners. In 2018-19, the Museum hosted a small conference of procurement practitioners and academics on the topic of modern slavery and ethical procurement organised by the Chartered Institute of Procurement and Supply. In 2019-20, the Museum plans to provide training for its Executive Board and relevant senior staff about the risks of modern slavery and human trafficking and about what action should be taken to protect victims.

The Museum is represented on the Steering Committee of International Learning Lab on Public Procurement and Human Rights as a practitioner of public sector procurement.

Our Goals for 2019-20

The Museum reconfirms its commitment to better understanding its supply chains and working towards greater transparency and responsibility towards people working on them.

We will continue to work with our partners and suppliers to undertake supply chain due diligence and mitigate the risks to human rights in our supply chains. As the Museum acquires knowledge and develops capability across all high-risk spend categories, the intention is to codify and communicate for wider use in public service those due diligence processes that are found to be the most successful.

In the year ahead, we will pursue three **key goals for 2019-20**:

- Work with catering and security contractors to introduce measures to mitigate the risk of human trafficking, forced and bonded labour;
- Provide training for the Executive Board and relevant senior staff about the risks of modern slavery and human trafficking and about what action should be taken to protect victims; and
- Complete a risk and opportunity assessment to identify other contracts and areas of spend, such as construction, where there may be a high risk of poor working conditions or human rights abuses.

This Statement has been approved and published by the Board of Trustees and will continue to be reviewed at least once annually.



The Lord Green of Hurstpierpoint
for the Board of Trustees

19 November 2019



Sir Michael Dixon
Museum Director

19 November 2019