



Statement - Modern slavery

Overview

The Modern Slavery Act 2015 requires the Royal Hospital for Neuro-disability (RHN) to prepare and publish an annual 'Slavery and Human Trafficking Statement'. This must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery and human trafficking is not taking place in its supply chain.

What is modern slavery?

Modern slavery is an international crime, affecting an estimated 29.8 million people around the world. It is a growing global issue that transcends age, gender and ethnicities. It includes victims who have been brought from overseas, as well as vulnerable people in the UK, who are forced to illegally work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing.

Our policy

The RHN has a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain we will work towards supporting companies to comply with the legislation using our own policies and procedures. We will also reassess how we support or conduct business with organisations involved in slavery, human trafficking, forced or child labour through the next review of our Purchasing Policy.

Our organisational values underpin our culture and how we do business:

- Seeing the whole person,
- Delivery on our promises,
- Willingness to learn and
- Honesty and integrity,

These values are embedded throughout our business and express how we expect people to behave with their colleagues, patients, families and the wider world. We will treat everyone fairly and consistently, creating a workplace and business that is open, transparent and trusted. Our position in relation to the Modern Slavery Act is in line with our culture and values.



Our structure and supply chains

The RHN is a medical charity, with approximately 1,000 directly employed employees, based in Putney, London.

We have approximately 634 suppliers across a wide range of sectors, including information technology, consumables and facilities. Our annual supplier spend is in the region of £19 million.

Our procedures

We have a number of procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains.

Employment:

We have

- Robust recruitment processes in line with UK employment laws, including 'right to work' document checks, contracts of employment and checks to ensure everyone employed is aged 16 and above.
- Market related pay and reward, which is reviewed annually and linked to industry benchmarks.
- Health and welfare services to support our employees.

Transparency in our supply chain

We recognise we are exposed to greater risk when dealing with our suppliers, particularly those who have operations/suppliers outside of the UK.

We aim to regularly review our Purchasing Policy and Supplier Codes of Conducts to ensure that they remain fit for purpose. We will work towards development of a Supplier Code of Conduct. We will review our Purchasing Policy and update the Supplier Codes of Conduct every year.

Employee training

We want to help our staff understand more about this growing issue and how to report any suspicions they may have, whether in a business or personal context. We will highlight our statement, provide information and incorporate into our training information how to recognise different types of slavery, spot the signs, and what action to take if someone has a concern. This is currently highlighted in our Safeguarding eLearning module and will be further developed with the introduction of a new management learning system to ensure that we are compliant



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with government standards. Our Safeguarding Policy and Procedure has been updated and includes information on and the reporting mechanism for different types of slavery.

Looking forward

Our aim is to work towards developing a procedure to monitor how our suppliers comply with appropriate Codes of Conduct that give us greater assurance that they comply with the Modern Slavery Act. We will work towards issuing each Supplier with a Code of Conduct that they sign up to and abide by on an annual basis.

The RHN takes responsibility for this statement and the objectives within it, and will review and update this as appropriate.

Signed:

A handwritten signature in black ink, appearing to read 'Frances Low'.

Frances Low

Job title: Director of Governance

Date: 18 September 2024