

Royal Academy of Engineering Modern Slavery Policy Statement

Our Organisation

Engineering matters. It underpins our daily lives, drives economic growth, plays a critical role in addressing major societal challenges and helps ensure our readiness for the future, from providing a sustainable supply of food, water and clean energy, to advancing healthcare, and keeping us safe and secure.

As the UK's national academy for engineering and technology, the Royal Academy of Engineering brings together the most talented and successful engineers – our Fellows – to advance and promote excellence in engineering for the benefit of society.

We harness their experience and expertise to provide independent advice to government, to deliver programmes that help exceptional engineering researchers and innovators realise their potential, to engage the public with engineering, and to provide leadership for the profession.

Drawn half from business and half from academia, and from all branches of engineering including areas of emerging technology, our 1,600 Fellows give their time and expertise voluntarily.

We have three strategic priorities:

- Make the UK the leading nation for engineering innovation and businesses
- Address the engineering skills and diversity challenge
- Position engineering at the heart of society

We bring together engineers, policy makers, entrepreneurs, business leaders, academics, educators and the public in pursuit of these goals.

Engineering is a global profession addressing global challenges, so we work with partners across the world to advance engineering's contribution to society on an international, as well as national scale.

For more information about our governance please visit: <https://www.raeng.org.uk/about-us>

Introduction

This statement is made pursuant to the Modern Slavery Act 2015 and sets out the steps that the Royal Academy of Engineering (the Academy) has taken, and is continuing to take, to make sure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Academy has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

The Academy has appointed its Operations and Finance Director as its senior compliance officer (its Anti- Slavery and Human Trafficking Officer) and will take appropriate steps to ensure not only its own compliance but also that these requirements are followed by its suppliers, subcontractors and/or business partners (collectively by its "Suppliers") worldwide.

Definitions

Human Trafficking: the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

Our policies and procedures

The Academy is aware of our responsibilities towards Fellows, awardees and employees and expects all suppliers to the Academy to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

Currently all awarded suppliers sign up to our terms and conditions of contract which contain a provision around Good Industry Practice to ensure each supplier's commitment to anti-slavery and human trafficking in their supply chains; and that they conduct their businesses in a manner that is consistent with the Academy's policy.

We operate a number of internal policies and procedures which reflect our commitment to acting properly in all of our business relationships to implementing and enforcing effective systems and controls. They apply to all our employees and anyone engaged with us on permanent or temporary basis.

Our key policies and procedures which contribute to minimising risk of modern slavery and human trafficking in our organisation and our suppliers include our:

- **Risk management policy**- which is designed to keep all our activities in line with all applicable laws, regulations and codes of governance (including in relation to slavery and human trafficking).
- **Health, safety and environment policy** – a key aim of which is to ensure the wellbeing of all our employees and anyone else who may be affected by our activities.
- **HR procedures** – we check that all our staff have appropriate right to work documents and ensure that they are paid fairly and enjoy a competitive remuneration package. We have procedures in place to safeguard the interests of young people and any unpaid work experience volunteers working at the Academy.
- **Procurement policy** – which sets out a number of factors to be considered when selecting our suppliers, including whether the supplier will be a good business partner for the Academy. This in turn involves considerations of supplier reputation and compliance with laws and ethical procedures.
- **Standard contracts** – our template agreements and standard terms and conditions require suppliers to comply with the law (including in relation to modern slavery and human trafficking).
- **Standards of conduct**- our staff handbook and Fellows Code of Conduct explain the manner in which we behave as an organisation and how we expect our employees, Fellows and suppliers to act.
- **Whistleblowing policy** – which provides guidance on how to report suspected dangers or wrongdoing in the workplace.

Our policies are monitored by a relevant policy owner within our organisation and reviewed at least annually. We will continue to review our policies to ensure that they are effective and appropriate.

In particular, our procurement team continue to review and strengthen our centralised procurement processes and policy, taking into account a range of risks, including slavery and human trafficking.

Our supply chain

We use suppliers to support the operations of our organisation. The key areas in which we engage suppliers are:

- facilities management
- construction and design
- information technology
- finance
- legal
- HR
- communications and PR

Our supply chain due diligence

We have looked at all our suppliers and assessed the key ones in more detail to ensure that they have appropriate policies in place to minimise the risk of slavery and human trafficking in their business.

Based on our review, we are satisfied that our key suppliers have appropriate policies in place.

We also carry out due diligence checks on material suppliers and routinely monitor their compliance with applicable law (including in relation to slavery and human trafficking) as well as certain 'key performance indicators' such as training and paying the London Living Wage or the National Living Wage.

Due diligence and monitoring are ongoing and under review to improve supplier vetting and to minimise further a range of risks, including slavery and human trafficking.

The Academy wishes to foster long-term relationships with suppliers, through which policies aimed at minimising a range of risks (including the risk of slavery and human trafficking) can be advanced.

Our grant, prizes and awards giving activity

We also deal with many organisations through our grants, prizes and awards. We have chosen to go beyond the legal requirements and have carried out an assessment of key aspects of these activities to understand the risk of slavery and human trafficking in these areas and how to reduce those risks.

Our review of our key UK grantholders satisfies us that they have appropriate policies and procedures in place to minimise the risk of slavery and human trafficking. It was not as easy to assess our key international grant holders as many do not explicitly consider modern slavery in their policies and processes, as this is not a legal requirement for them. However, as part of our internal audit process (which applies to both our UK and international grantholders) we have now started to (i) ask our grantholders what steps they take to minimise the risk of modern slavery and human trafficking, (ii) review our grantholders' procurement processes (including supplier due diligence processes) and (iii) will make best practice recommendations to mitigate the risk of slavery and human trafficking, where appropriate. We will continue to monitor our grantholders in this respect but none of the work carried out to date has highlighted any particular cause for concern.

Audits

Upon request, suppliers and grant holders must be able to demonstrate compliance with this policy to the reasonable satisfaction of the Academy. The Academy may perform periodic audits on this Policy and Suppliers are expected to fully co-operate with any such audit.

Reporting

Any breach of this policy (including by a supplier) can be reported (in confidence, if required) by contacting the Operations and Finance Director (in their capacity as the Academy's Anti-Slavery and Human Trafficking Officer).

Consequences

The Academy takes any breach of this policy extremely seriously.

Suppliers and grant holders who are found to have or be engaging in human trafficking and slavery or which refuse to co-operate with any audit to verify compliance with this policy will be

liable to have any supply agreement, arrangement or other contract with the Academy terminated immediately, without compensation.

If a Supplier to the Academy or a grant holder is found in violation of this policy, the Academy will take prompt action which may include terminating any supply agreement, arrangement or other contract with that Supplier (as above). It shall also take such other (remedial) steps as the Anti-Slavery and Human Trafficking Officer shall determine to be necessary to address the violation and seek to prevent its reoccurrence.

Training

We try to ensure that adequate information and training is provided to all our employees, contractors or visitors on all relevant matters. Here are some examples of the information and training we provide:

- All new joiners attend an induction session which includes information and training on our policies. This year we updated these induction sessions to include specific reference to the issue of modern slavery and human trafficking and what we do to minimise the risk of this occurring in our organisation and our supply chain.
- Our managers are provided with a range of leadership training and are assisted by our HR team in HR-related matters including in relation to recruitment, remuneration and employee wellbeing.
- Our Director of Operations and Finance who is responsible for procurement at the Academy, seeks out information and training to help identify and address risks in both our organisation and supply chain (including in relation to slavery and human trafficking).