

## **Modern Slavery & Trafficking Statement for April 2017 – March 2018**

On April 1<sup>st</sup> 2018, Innovate UK became part of UK Research and Innovation a non-departmental public body funded by a grant-in-aid from the UK government. For more information visit UK Research and Innovation's website at [www.ukri.org](http://www.ukri.org)

We drive productivity and economic growth by supporting businesses to develop and realise the potential of new ideas, including those from the UK's world-class research base.

We're an organisation of around 420 staff, drawn mainly from business. We work across the UK, with a head office in Swindon. We are supported mainly by the Department for Business, Energy and Industrial Strategy (BEIS).

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. Innovate UK is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our business and supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We endorse the implementation and promotion of ethical business practises to protect our staff from being abused and exploited and expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards

### **Recruitment, Selection and Resource Management**

As an equal-opportunities employer, Innovate UK is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. The Innovate UK Recruitment and Selection policy ensures, as far as possible, that the best people are recruited on merit and that the recruitment process is free from bias and discrimination and upholds its commitment to equality and diversity. The recruitment processes are also designed and managed to ensure that all prospective employees are legally entitled to work in the UK whilst referencing and conviction checks are carried out to ensure a consistent and compliant approach.

Furthermore, once employed, Innovate UK has a rigorous suite of policies and a confidential Employee Assistance Programme both of which are designed to support and safeguard our employees, all of which are accessible to all staff via the Innovate UK intranet / SharePoint site. Policies that mitigate the risk of modern slavery and human trafficking include:

- Code of Conduct
- Whistleblowing Policy
- Corporate Responsibility

## **Supply Chains**

Innovate UK's procurement for goods and services is provided by our shared services provider, UK SBS. Our supply chain is extensive and we procure goods and services from a wide range of UK and overseas suppliers. UK SBS have also published their statement on Slavery & Human Trafficking which includes their mechanisms for guarding against modern slavery in their client's supply chains. Their statement is published on their homepage at [www.uksbs.co.uk](http://www.uksbs.co.uk) website and can be found here:

[UK SBS Slavery and Human Trafficking statement 2017-18 \(PDF on UK SBS website\)](#)

## **This financial year 2017 – 2018**

Over the past 12 months, Innovate UK has undertaken the following activities:

- Raised awareness of the Modern Slavery Act 2015 and implemented the eLearning Modern Slavery Awareness training package in November 2017 for all Innovate UK staff.
- Incorporated the eLearning Modern Slavery Awareness training package into the induction programme for new Innovate UK staff.
- Worked closely with the project team initiating funding programmes in Columbia to ensure appropriate assurances were sought and incorporated into the monitoring of the project
- Established a cross organisation working group to prepare relevant training and communications in readiness for UKRI
- The eLearning Modern Slavery Awareness training package was also implemented to the rest of UKRI in March 2018
- Engaged with various teams, projects and departments establishing UK Research and Innovation to ensure Modern Slavery is considered in relevant policies and procedures being created
- Worked with the other seven Research Councils, Research England (a new organisation) and UK SBS to ensure that modern slavery risks are captured in UK Research and Innovation (UKRI) policies and procedures from UKRI's inception in April 2018. These include grant Terms and Conditions.

Key Performance Indicators:

Innovate UK received no reports from employees, the public, or law enforcement agencies to indicate that suspected modern slavery practices have been observed or identified during the financial year 2017-2018.

58% of Innovate UK employees have completed the eLearning package.

## **The year ahead**

- Increase e-learning training compliance at Innovate UK and reach 100% employee completion

- Re-launch of the e-learning training following various updates and upgrades in the summer of 2018
- Engage the UKRI Modern Slavery working group to design and create the toolkit for the UKRI Modern Slavery site due to launch December 2018
- Working with the UKRI Commercial Group to incorporate Modern Slavery clauses in the new contracts and terms and conditions and raise awareness of the risks and considerations in procurement activity
- Work with the new Assurance function to raise awareness of the risks and considerations in grant and funding activity

Since April 1<sup>st</sup> 2018, Innovate UK is part of UK Research and Innovation (UKRI). UKRI therefore have assumed the responsibility for its 9 constituents in being compliant with the Modern Slavery and Human Trafficking act. From 2019, UKRI will be publishing the annual statement as the new legal entity.

This statement is made pursuant to section 54(1) of the Modern slavery Act 2015 and constitutes Innovate UK's modern slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2018. The statement has been approved by the Chief Executive and Directors at Innovate UK.

**Sign**



**Date**

12<sup>th</sup> Dec 2018

**Print name**

Iain CAMPBELL

