



## Slavery and Human Trafficking Statement

### 1. Introduction

- 1.1 Slavery and Human Trafficking remains a hidden blight on a global society. We all have a responsibility to be alert to the risks, however small in our operational and business activity and in our wider supply chains.

We would look to be vigilant and to report and act upon concerns.

### 2. Organisational Structure

- 2.1 Royal Mencap Society (RMS) is a large learning disability charity and company limited by guarantee. We operate in England, Wales and Northern Ireland. RMS has a group structure which includes several wholly owned subsidiaries.

RMS has a turnover of approximately £228 million.

- 2.2 RMS promotes the equality and wellbeing of people with a learning disability. We do this through a range of activities across England, Wales and Northern Ireland.

These activities include the provision of direct care and support services, education, advice and leisure services. In addition, we actively campaign with and on behalf of people with a learning disability, their families and carers.

### 3. Our Supply Chains

- 3.1 In respect to the provision of the goods and services, we require our business activities to run efficiently and effectively, we look to source from reputable and recognised organisations, vetting for suitability wherever practicable. Our supply chain relates to the provision of the goods and services that an organisation involved in the provision of social care would normally require, e.g. business support and the supply of labour.

- 3.2 We are committed to ensuring that our supply chains are free of any taint of slavery or trafficking. To ensure this, we are committed to working ethically with integrity, and seek to work with those organisations who also want to and can demonstrate they work in that way, and share our values.

### 4. Our Policies

- 4.1 We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We have a range of policies, including anti-bribery, anti-fraud and corruption, whistleblowing, disciplinary procedures, diversity and conflict of interest which reflect our commitment to acting

ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

- 4.2 During 2023 we created a Supplier Code of Conduct to be used alongside our procurement policies and vetting documents to further ensure our suppliers share our values. We also strengthened our procurement policy to incorporate ethical procurement even further.

## 5. Campaigning and Social Policy

- 5.1 We are aware of the enforcement activity in respect to the modern slavery legislation, and we know that people with a learning disability are particularly susceptible to exploitation and abuse in this way. We will look to use any experience in respect of modern slavery to inform wider campaigning and social policy activity.
- 5.2 We have sought to raise awareness of the impact of modern slavery internally through the provision of our safeguarding training, and we will be vigilant in raising the issue with external safeguarding agencies.

## 6. Due Diligence Processes

- 6.1 Undertaking due diligence in respect to our acquisition and purchasing activities are key elements of our risk mitigation.

As part of our due diligence process, we look for assurance in respect to how suppliers seek to comply with this legislation, identify their areas of risk and put in place appropriate mitigations.

Wherever possible, we look to establish sound and long standing relationships with suppliers who understand and share with us our business and operational values.

- 6.2 Within procurement we have due diligence processes in place which requires potential suppliers to demonstrate their commitment to ethical trading, and to show that they understand and effectively manage their own supply chains. We ask that they sign and adhere to our Supplier Code of Conduct as part of this process.
- 6.3 We have systems in place to:
- Identify and assess potential risk areas in our supply chain
  - Mitigate the risk of slavery and human trafficking occurring in our supply chain
  - Support and protect whistleblowers
- 6.4 (i) We operate a robust recruitment process to ensure that staff are not only competent and capable, but are also eligible to undertake work on our behalf.
- (ii) Our procurement and use of agency staff is managed effectively and risks mitigated by our due diligence and contract management processes.

## 7. Training

7.1 To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to our procurement staff.

## 8. Management Responsibility

8.1 We have ensured that our relevant senior managers have been briefed in respect to this legislation and our organisational responsibility.

## 9. Understanding our Effectiveness

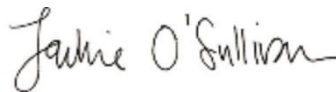
9.1 It is important that we know we are being effective in this area of our business. To ensure this is the case, we do and will continue to:

- Undertake regular reviews of our purchasing and due diligence processes, including conducting risk assessments and monitoring
- Ensure that our HR and payroll systems are effective to identify and report on any potential breach of the legislation
- Maintain good and open communication within our supply chain to ensure that there is clear understanding of expectation, activity and compliance
- Ensure staff are trained and sensitive to the impact of the legislation and its possible impact on our activities

This statement is made pursuant to the Modern Slavery Act 2015 s54(1) and constitutes our group statement for the current financial year 2024-2025 (ending 31<sup>st</sup> March).



Dame Carolyn Fairbairn DBE  
Chair



Jackie O'Sullivan  
Interim Chief Executive Officer

12 June 2024

Date signed: