



## Modern Slavery & Human Trafficking Statement for April 2016 - March 2017

NERC - the Natural Environment Research Council - is the leading funder of independent research, training and innovation in environmental science in the UK. We have over 2500 employees and work with many more people in the UK and world-wide.

We invest public money in world-leading science, designed to help us sustain and benefit from our natural resources, predict and respond to natural hazards and understand environmental change. We work closely with policymakers and industry to make sure our knowledge can support sustainable economic growth and wellbeing in the UK and around the world.

We are mainly supported by the Department for Business, Energy and Industrial Strategy (BEIS).

NERC is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. NERC maintains a Code of Conduct, policies on Corporate Responsibility and Whistleblowing as part of a wider suite of policies, all of which are easily accessible by all NERC staff. We review these policies on a cyclical basis.

NERC designs our recruitment and people management processes to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

NERC'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. The 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. UKSBS are currently working with the Department of Energy, and Industrial Strategy (BEIS) to trial a modern slavery and human trafficking questionnaire for suppliers. The [UK SBS statement](#) is published on its website.

Over the past 12 months, NERC has undertaken the following activities:

- Specialised training for key members of staff in Modern Slavery and the risks in NERC's supply chain.
- Run a series of workshops informing staff of the work being done by the Research Councils on Modern Slavery and to raise awareness.
- Incorporated Modern Slavery awareness in the information given to staff on Whistleblowing.
- Procurement of an eLearning package. We will roll out this training to staff during 2017-18.
- Began working with the seven Research Councils, Innovate UK 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 2018. These include grant Terms and Conditions.
- Created a cross-Research Council working group to identify and manage any key areas of risk not covered by those processes managed by the UKSBS.



Over the next 12 months, NERC will undertake the following activities:

- Work with Research Councils UK (RCUK) to update existing RCUK grant terms and conditions ahead of the inception of UKRI.
- Roll out of the eLearning package for all NERC staff.
- Continue to engage with the programme establishing UK Research and Innovation to ensure Modern Slavery is captured in policies and procedures.

The key performance indicators being used by NERC for 2017-18 are:

- Number of reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- % of employees that have completed the eLearning package.

NERC Directors approved this statement on 2 October 2017.

Paul Fox

NERC Chief Operating Officer