

Introduction

The Natural History Museum is a world-class visitor attraction and leading science research centre. Our vision is of a future where both people and planet thrive and our mission is to create advocates for the planet. One of our five strategic priorities is to create a resilient and sustainable organisation and the way in which we acquire goods, services and works forms a significant part of that challenge.

This Statement is designed to satisfy the requirements of Section 54 of the [Modern Slavery Act 2015](#), by informing our visitors, partners, suppliers, staff and the public about the Museum's policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains and the steps taken to identify, prevent and mitigate the risks. This is the Museum's seventh annual statement to be published under the Act.

In our 2021-22 Statement, we set out what we did during the year to address the risk of human rights abuses in our supply chains and what we plan to do in the future. This year's Statement will show how we have moved that agenda along during the year 2022-23.

Our organisation

Managing the Museum's non-retail supply chains is the direct responsibility of the Procurement Manager, who reports to the Executive Director of Finance and Corporate Services and thence to the Museum Director and the Board of Trustees.

Supply chains of goods for resale are the responsibility of the Head of Retail, who reports to the Director of Commercial and Visitor Experience and thence to the Museum Director and the Board of Trustees.

During 2022-23, the Museum spent £59m on goods, services and works, from a total expenditure of £89m.

Our policies in relation to slavery and human trafficking

The Natural History Museum is committed to the highest standards of ethical conduct in our activities. Ethics are an essential part of decision-making and of ensuring proper and transparent administration. The Museum's [Code of Ethics](#) sets out the key ethical principles and commitments that govern the Museum and its staff.

Our objective is to achieve best value and the highest professional standards in the procurement of all goods, services and works and our [Responsible Procurement](#)

[Policy](#) and our central procurement function ensures propriety, transparency and compliance with the Museum's legal obligations and ethical standards. The Museum is committed to procuring goods, services and works without causing harm to others.

The Museum supports the UK Government's [National Action Plan](#), updated in May 2016, to implement the [UN Guiding Principles on Business and Human Rights](#).

Our spend categories and those that present risks of human rights abuses

The Museum's principal spend categories are:

- Building maintenance services
- Construction services
- Exhibition design and construction services
- Electronic equipment, software and services
- Goods for resale in our retail outlets
- Laboratory equipment, services and consumables
- Library resources
- Digital marketing and publishing services
- Professional services
- 'Soft' facilities management services (cleaning, catering and security services) and
- Temporary labour (for e.g. front-of-house and retail services).

In 2017-18, the Museum completed a risk assessment exercise to identify 'high-risk' spend categories. The principal categories that the Museum deems as carrying higher risks of human rights abuses were identified as garments, electronic equipment and services such as cleaning, catering and security services. In 2020-21 the Museum added construction services, recognising two significant forthcoming construction projects for the Museum.

The Museum deems the corresponding source countries to be as follows:

<i>Category</i>	<i>Countries of Origin</i>
Garments	Bangladesh, China
Electronic equipment	East Asia, China, India, Eastern Europe, Mexico
Goods for re-sale	East Asia, China, India
Construction services	United Kingdom
Cleaning services	United Kingdom
Catering services	United Kingdom
Security services	United Kingdom

Our supply chain due diligence and its effectiveness

In line with developing good practice in public procurement, the Museum follows a risk-based approach to supply chain due diligence. We do this by adopting a tailored approach to mitigating the risk of human rights abuses in each 'high-risk' spend category listed above.

Working to improve working conditions in garment supply chains and goods for re-sale: Membership of Sedex

In 2018-19, the Museum joined [Sedex](#), home to one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chains. It is used by companies, particularly those in the **garments** industry, to manage their performance around labour rights, health and safety, the environment and business ethics. This helps to mitigate the risk of poor working conditions and human rights abuses for workers employed in manufacturing:

- uniforms worn by our Visitor Experience personnel and by our contractors' cleaning, portering, catering and security staff working in the Museum; and
- goods for resale in our retail outlets.

In 2022-23, the Museum's **retail** operation continued to commit suppliers to ethical monitoring through Sedex. No new supplier is engaged unless it commits to joining Sedex, or its equivalent in the toys and games manufacturing sector, providing additional health and safety protection to customers. During the year, the Museum has also included suppliers of its licensed products in this process.

Reducing the risk to people working in high-risk activities in the Museum

In 2019-20, the Museum secured from its **soft facilities management services** contractor a written undertaking that it employs all cleaning and portering workers directly and will not use third party agencies. This practice virtually eliminates the exposure of workers to the risk of human trafficking.

In 2020-21, the Museum's **security services** contractor made a similar written undertaking, directly employing all security workers for its daytime operations at the Museum. In 2022-23, our contractor undertook its first annual audit of its sole provider of security workers for evening events held at the Museum. This audit helps mitigate the risks by studying employee data and other key information for signs of human trafficking.

Case Study 1: Electronics Watch

Helping to eradicate abuses in global electronics supply chains

In 2018-19, the Museum became affiliated to [Electronics Watch](#) through an arrangement with London Universities Purchasing Consortium (LUPC). Electronics Watch is an international, non-profit, collaborative organisation of public authorities monitoring global electronics supply chains for human rights abuses.

In 2020-21, the Museum's Procurement Manager was elected to Electronics Watch's [Board of Trustees](#), further demonstrating the Museum's commitment to ethical public procurement.

During 2019-20, the Museum used LUPC's collaborative framework agreements that include supplier due diligence and monitoring clauses for the procurement of **digital workplace solutions** spanning some 1,000 devices. This gave the Museum contractual rights, as part of Electronics Watch, to enter into dialogue with suppliers and collaborate with them to establish due diligence and mitigation strategies to address labour rights risks.

In 2021-22 and in full compliance with our contract, our supplier duly disclosed the location of factories that had assembled the devices purchased during the previous year, information which the Museum then passed to Electronics Watch. On receipt of a report from an Electronics Watch monitoring partner following an audit at a major assembly plant in eastern Europe, where many of the Museum's devices were manufactured, the Museum took action to encourage our supplier to address a non-compliance.

In August of that year, and as a direct result of the Museum's intervention, our supplier undertook to take corrective action to resolve the issue, ensuring that its workers were not exposed to the risk of discrimination. Completion was later confirmed by Electronics Watch's own, independent auditors.

Training and capacity building

In 2019-20, the Museum undertook to codify and communicate for wider use in public service those due diligence processes that were found to be the most successful.

Since 2020, the Museum's Procurement Manager has collaborated with the Business, Human Rights and the Environment Research Group (BHRE) at the University of Greenwich to develop and deliver free online training events on modern slavery in public supply chains to audiences across the wider UK public sector as it prepares for the mandatory publication of annual modern slavery statements.

In 2021-22, the Museum gave a free online training session for staff at National Museums Liverpool and for a group representing universities in Canada.

In 2022-23, the Museum's Learning and Development Manager launched a new Learning Management System, which includes **an eLearning module available to all staff** designed to raise awareness on the issue of modern slavery and human trafficking.

Our Goals for 2023-24

The Museum reconfirms its commitment to better understanding its supply chains and working towards greater transparency and responsibility towards people working on them. We will continue to work with our partners and suppliers to undertake supply chain due diligence and mitigate the risks to human rights in our supply chains.

In 2023-24, the Museum plans to recruit advocates for the planet from among its 1,700 suppliers, beginning with its community of 15 most critical suppliers and contractors. Part of this collaborative programme will be designed to encourage our partners to enhance their risk mitigation plans for modern slavery and human trafficking, as befits their close working relationship with the Natural History Museum.

This Statement has been approved and published by the Natural History Museum's Board of Trustees and will continue to be reviewed at least once annually.

Case Study 2:

Urban Nature Project

Protecting workers on construction sites

The risk of labour rights abuses in the supply of temporary labour to UK construction sites is high.

In compliance with the Museum's Annual Operating Plan and the [Cabinet Office's Procurement Policy Note 06/20](#), the Museum took important steps during 2021-22 to incorporate contract award criteria designed to mitigate the risks of slavery and human trafficking on its construction sites, as part of its efforts to take account of social value in the award of public contracts.

In 2022-23, the Museum appointed **Walter Lilly Limited** as principal contractor for the [Urban Nature Project](#). They've implemented a range of measures both on-site and in their supply chains to help mitigate the risk of labour rights abuses.

Walter Lilly's commendable approach, backed by strong evidence, includes:

- Identifying their high-risk spend categories and undertaking risk assessments of key suppliers
- Raising modern slavery awareness as part of on-site induction training
- Displaying Gangmaster and Labour Abuse Authority posters in site offices
- Giving 'toolbox talks' for site managers and those of their groundworks subcontractor, to be repeated for further subcontractors as they arrive on site
- Registering on the *Stronger Together* portal to make use of their modern slavery communication material
- Launching a new online training platform including a modern slavery module, which key teams will complete by April 2023.

Walter Lilly also now has firm plans to conduct regular audits of third-party labour agencies and their contract cleaners.

The Museum will shortly begin the procurement process to select a principal contractor to build its [new centre for science and digitisation](#) at Thames Valley Science Park in Shinfield, Wokingham. Once again, the Museum plans to include relevant selection criteria to mitigate modern slavery risks.

Approved by the Board of Trustees



Sir Patrick Vallance
for the Board of Trustees

16 May 2023



Dr Douglas Gurr
Museum Director

16 May 2023