

John Innes Centre Modern Slavery and Human Trafficking Statement

The John Innes Centre is an independent, world leading international centre of excellence in plant science and microbiology. Our mission is to generate knowledge of plants and microbes through innovative research, to apply knowledge to benefit agriculture, the environment, the UK economy, human health and well-being, to train scientists for the future and engage with policy makers and the public.

We are a truly international organisation, employing staff from more than 24 countries. Our culture is inclusive and equitable. We were the first institution to hold an Institutional Athena Swan Gold award.

In the pursuit of excellence, it is our responsibility to ensure that our research is conducted according to appropriate ethical, legal and professional frameworks, obligations and standards. We provide a research environment that is underpinned by a culture of integrity and based on good governance, best practice and support for the development of researchers.

John Innes staff recruitment policies ensure that employees are legally entitled to work in UK with the necessary and appropriate checks undertaken. Staff undertake mandatory training in equality and diversity to safeguard employees from abuse. John Innes also maintains a whistleblowing policy which is clear and easily accessible to staff.

As a registered charity, John Innes Centre has a responsibility to ensure that the funds it disperses are properly spent, in accordance with the law, funder requirements and in the public interest. We support the requirements of the Modern Slavery Act 2015 and we are committed to carrying out procurement activities in an environmentally, socially, ethically and economically responsible manner.

Our supply chains fall mainly under five 'super-categories', which are:

- Laboratory Consumables and Equipment
- Library Resources
- Professional Services
- ICT Equipment and Services
- Estates Goods and Services

The principal categories deemed as carrying material risks with respect to Modern Slavery are laboratory consumables, ICT equipment and some estates services, such as cleaning and security services. A significant amount of our procurement is undertaken through our membership of the [London Universities Purchasing Consortium](#) (LUPC), a non-profit professional buying organisation owned by its Members. LUPC is a leader in promoting respect for human rights in public supply chains and is committed to supporting the UK Government's National Action Plan, to implement the [UN Guiding Principles on Business and Human Rights](#). LUPC has focused on these highest risk categories by running pilot due diligence projects in laboratory gloves, cleaning services and security services, and by maintaining its affiliation to monitoring organisation [Electronics Watch](#).

In line with Home Office guidance, we aim to make progress over a period of time across a broad range of potential exposures. During the financial year ended 31 March 2019 we have:

- Worked with our current suppliers to get a better understanding of the actions they are taking to ensure compliance with the Modern Slavery Act 2015;
- Revised our processes for identifying potential suppliers to the institute and ensured that there is clear guidance to all those who engage suppliers regarding modern slavery.

During the financial year ended 31 March 2020 we will:

- Continue to improve awareness of staff of the Modern Slavery Act and its impact on businesses, supported by an eLearning suite from LUPC which will be available on our Intranet's purchasing pages;
- Ensure that any new suppliers are compliant with the Modern Slavery Act and where applicable collate this information for reference;
- Continue to monitor existing suppliers to ensure their compliance.

This statement has been approved the Governing Council and signed on its behalf by the Chair:

A handwritten signature in blue ink, appearing to read 'Will West', is positioned above the printed name.

Will West, Trustee Director

23 May 2019