

NPL Slavery and Human Trafficking Statement 2018/2019

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by NPL Management Ltd during 2018/2019 to prevent modern slavery and human trafficking in its business and supply chains

NPL is the United Kingdom's national standards laboratory, an internationally respected and independent centre of excellence in research. It is qualified to provide many scientific and technical measurement services because of the skills, experience and reputation of its professional staff and is engaged in the business of research and development and of providing training and consultancy services.

Modern slavery is a criminal offence under the Modern Slavery Act 2015 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.

NPL has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective measures to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, students, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Ethics Policy

The National Physical Laboratory's management framework and scientific principles are based on rigour, respect and responsibility.

NPL will:

- Always work within sound scientific principles.
- Challenge our involvement in scientific work that raises ethical issues.
- Document our decision making.

NPL's scientific research is built on a foundation of trust and integrity and, as an organisation, we are committed to the highest standards of ethical and

professional conduct. NPL's research is undertaken in accordance with the highest standards of research methodology.

NPL adheres to the [Government Office for Science's Universal Ethical Code for Scientists](#).

This universal ethical code of the values and responsibilities of scientists, has three main aims:

- To encourage ethical research.
- To get scientists thinking about the implications and impacts of their work.
- To support communication between scientists and the public on complex and challenging issues.

NPL is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Procurement enhancements 2018/2019

In 2018 NPL Management Ltd introduced a mandatory requirement for suppliers to declare their compliance with Section 54 of the Modern Slavery Act (if the supplier was in scope of the Act) as part of the procurement process. CCS issued Procurement Policy Note 08/16 in September 2016 to which the Modern Slavery Act 2015 was addressed as part of the selection stage for above EU threshold procurements only. NPL Management has implemented a selection stage question to procurements that are captured by the applicable below threshold procurement of the PCR.

Our terms and conditions have been updated to provide a contractual obligation to be bound by governance and interpretations of English Law. The supplier is also bound by contractual obligations under applicable legislation, bylaws, regulatory policy or industry code. As a consequence, suppliers are bound to comply with all relevant legislation including the Modern Slavery Act.

In 2019 NPL Management intends to roll out an awareness campaign to all NPL Management Ltd Employees.

Our Supply Chain

NPL Management Ltd's supply chain mainly falls under the following categories:

- Laboratory equipment and consumables
- IT Hardware, Software and Associated Support
- Professional Services
- FM Services
- Travel
- Fleet

Where possible NPL Management Ltd's suppliers have been appointed through LUPC and CCS Frameworks. Where the company, it's clients or suppliers develop any concerns relating to Modern Slavery (or any other matter) for current contracts, they are raised with the LUPC or CCS procurement service for investigation and resolution.

This statement will be reviewed each financial year and is signed on behalf of NPL by The Director of Infrastructure and Support Services

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Dennis Yates