

Modern Slavery Policy Statement 30 September 2021

The National Oceanography Centre (NOC) is a charitable company limited by guarantee, with its head office in England. NOC's main mission is to make sense of changing seas, upon which future human prosperity and wellbeing depends. Our activities in achieving this mission are:

- Undertaking and enabling world-class science and technology development;
- Providing large research facilities and access to data and samples for the benefit of UK science; and
- Creating value and public benefit by supporting, with scientific evidence, the development of public policy, hazard assessment, ocean governance and regulation, and sustainable development.

The majority of NOC's income is from grants and awards. For the financial year ended 30 September 2021, NOC's turnover was c.£67m, of which c.£63m was made up of donations, grants and legacies, and £3.3m from other trading activities. NOC has one trading subsidiary, National Oceanography Centre Innovations Limited, the turnover of which for the financial year ended 30 September 2021 was £376k.

NOC is committed to the implementation and promotion of ethical business practices to protect staff from being abused and exploited and expects the same high standards from its contractors, suppliers and other business partners. NOC understands its obligations under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking in all its activities, whether conducted by its staff or throughout its supply chain.

NOC includes in its contracts specific prohibitions on the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and NOC will work to ensure that our suppliers hold their own suppliers to the same high standards.

Those employees in relevant roles must advise UK suppliers, contractors and business partners that NOC requires them to adhere to the Modern Slavery Act 2015. UK suppliers and overseas organisations that carry on business within the UK that fall within the scope of the act will need to provide evidence, such as their annual Modern Slavery and Human Trafficking Statement, that this is the case. When dealing with overseas suppliers and partners that do not fall within the scope of the Act, staff must advise them that they are required to act within the spirit of the Modern Slavery Act 2015 and raise awareness of modern slavery and human trafficking with their own suppliers and contractors.

We may terminate our relationship with individuals and organisations working on our behalf if they breach this policy. We may also inform the police. We will work to ensure our internal processes and external supply chains are free from slavery and human trafficking. Where any concern is raised we will investigate and address it.

What NOC has been doing to counter modern slavery in the last financial year:

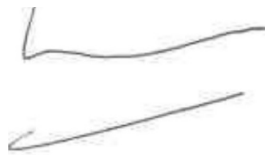
In the last financial year (ending 30 September 2021) NOC has continued to develop due diligence within our procurement team, including the following activities:

- Introduction of updated approach to managing suppliers, including "trusted supplier" approach, with a new scorecard and key performance indicators;
- Further work on consolidating our supplier base, allowing for strengthening relationships and effective monitoring;

- Drafting of a full suite of documentation and guides for staff to ensure compliance, knowledge and understanding of NOC's expectations in relation to supply chain management;
- Preparation of supplier handbook, which outlines all NOC's ethical expectations including modern slavery. This handbook is issued to all suppliers who work with NOC)
- When engaging across the organisation through inductions and training, our Procurement team brief other teams on the importance of ethical and sustainable supply chains, and encourage awareness and best practice to achieve this.

All NOC Purchase Orders include a requirement for compliance with Anti-Slavery and Human Trafficking Law and in performing their obligations, suppliers agree to comply with all laws and regulations. In addition, suppliers are required to notify NOC as soon as they become aware of any actual or suspected slavery or human trafficking in any relevant supply chain. Supplier and research contracts cover compliance with the Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for NOC (including in respect of its subsidiary National Oceanography Centre Innovations Limited) for the financial year ending 30 September 2021. It was approved by the Board of NOC on 24 March 2022.



Signed: John Hirst
Chair, Board of Trustees
24 March 2022