Modern Slavery Statement

1. Introduction

The Royal Academy of Engineering is committed to taking the appropriate measures to reduce the risk of slavery and human trafficking taking place in our organisation or our supply chains. This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the Society’s slavery and human trafficking statement for the financial year ended 31 March 2022.

2. Our organisation

The Royal Academy of Engineering is a charity that harnesses the power of engineering to build a sustainable society and an inclusive economy that works for everyone.

As the UK’s national academy for engineering and technology, the Royal Academy of Engineering brings together the most talented and successful engineers – our Fellows – to advance and promote excellence in engineering for the benefit of society.

We harness their experience and expertise to provide independent advice to government, to deliver programmes that help exceptional engineering researchers and innovators realise their potential, to engage the public with engineering, and to provide leadership for the profession.

Drawn half from business and half from academia, and from all branches of engineering including areas of emerging technology, our 1,600 Fellows give their time and expertise voluntarily.

3. Supply chain

The Academy engages suppliers to provide services to support in operational activities. The key areas in which we engage suppliers are:

- Facilities management
- Information technology
- Catering and events management
- Finance; and
- Legal and investments.

**Commitment 1** - We have planned for the Senior Compliance Manager to consolidate a log of the Academy’s suppliers and check whether the high-value suppliers have a Modern Slavery statement.

4. Our grant activities

We also deal with many organisations through our grants, prizes and awards. We have a Grant Agreement that mentions that recipients are to follow the key Academy policies which include Modern Slavery.

**Commitment 2** - The grant making procedures will undergo a detailed review through the Internal Audit process in the next 2 years as per our Annual Audit Plan. This Internal Audit will ensure that controls are effective and provide recommendations for improvement.

5. Policies

The Academy has in place core polices including Procurement, Risk Management, Whistleblowing and Code of Conduct.

In the last financial year, we have reviewed our Procurement Policy and supplier contracts templates with the support of a law firm. We have ensured that the content on Modern Slavery is present, effective, and still applicable.

We also acquired the support from a law firm to review our Modern Slavery policy. Numerous recommendations were given, and the planned actions have been captured in this Modern Slavery Statement.
6. Due diligence processes

The Academy wishes to foster long-term relationships with suppliers, through which policies aimed at minimising a range of risks (including the risk of slavery and human trafficking) can be advanced.

Commitment 3 - The grant making and procurement procedures (including supplier vetting) will undergo a detailed review through the Internal Audit process in the next 2 years as per our Annual Audit Plan. This Internal Audit will ensure that controls are effective and provide recommendations for improvement.

7. Risk assessment and management

The risk of modern slavery in the Academy will be captured to the Corporate Risk Register. The risk is assessed as low due to the nature of Academy operations and limited supply chain. The risk will be managed as part of the corporate risk management process which include quarterly review by the Audit and Risk Committee.

8. Key performance indicators

There are currently no key performance indicators (KPIs) to measure effectiveness and no plans to implement any. This is deemed as appropriate at this point given the low risk of modern slavery at the Academy and the priority to improve training and evaluate procedures via the Internal Audit function.

9. Training

All new joiners attend an induction session which includes information on our policies. All policies are also available to staff to refer to via the Intranet. New joiners are asked to read the core policies when they join the Academy.

A senior Compliance Manager has joined the Academy in March 2022 and will be responsible for the documentation and implementation of the Modern Slavery related procedures.

Commitment 4 - Training will be provided for any changes to policy and procedures as a result of the recommendations arising from the recent legal advice. E-learning is also being assessed to determine whether it is an appropriate avenue for Modern Slavery training at the Academy.

10. Summary of commitments

<table>
<thead>
<tr>
<th>No</th>
<th>Commitment</th>
<th>Timeline</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Create supplier log and ensure that high-value suppliers have a Modern Slavery Statement</td>
<td>Q2 22/23</td>
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<tr>
<td>2</td>
<td>Perform Internal Audit on procurement procedures</td>
<td>23/24</td>
</tr>
<tr>
<td>3</td>
<td>Perform Internal Audit of grant making and management procedures</td>
<td>23/24</td>
</tr>
<tr>
<td>4</td>
<td>Assess training needs and E-learning suitability</td>
<td>Q2 22/23</td>
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11. Approval

This statement has been formally approved by the Board of Directors on 11th July 2022.