

Innovate UK

Modern Slavery & Human Trafficking Statement for 2016 – 2017

Innovate UK is the UK's innovation agency

Innovate UK drives productivity and growth by supporting businesses to realise the potential of new technologies, develop ideas and make them a commercial success.

Who we are - We are an organisation of around 300 staff, drawn mainly from business. We work across the UK, with a head office in Swindon.

Our Responsibilities - With a strong business focus, we drive growth by working with companies to de-risk, enable and support innovation. To do this, we work to:

- determine which science and technology developments will drive future economic growth
- meet UK innovators with great ideas in the fields we're focused on
- fund the strongest opportunities
- connect innovators with the right partners they need to succeed
- help our innovators launch, build and grow successful businesses

We are supported mainly by the Department for Business, Energy and Industrial Strategy (BEIS).

Modern slavery is a crime 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. Innovate UK is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. Innovate UK maintains a Code of Conduct, including policies on Corporate responsibility and Whistleblowing as part of a wider suite of policies, all of which are easily accessible by all Innovate UK staff and are reviewed on a cyclical basis.

At Innovate UK our recruitment processes are designed and managed to ensure that all prospective employees are legally entitled to work in the UK. Via our Baseline Personal Security Standard (BPSS) process, all employees are required to undertake right to work, referencing and conviction checks to ensure a consistent and compliant approach. Furthermore, once employed, Innovate UK has a rigorous suite of policies and a confidential Employee Assistance Programme both of which are designed to support and safeguard our employees.

Innovate UK's procurement for goods and services is provided by our shared services provider, UK SBS. Our supply chain is limited and we procure goods and services from a restricted range of suppliers. The UK SBS have also published their statement on Slavery & Human Trafficking which includes their mechanisms for guarding against modern slavery in their client's supply chains. Their statement is published on their website and can be found here:

<http://www.uksbs.co.uk/use/Documents/UK%20SBS%20Slavery%20and%20Human%20Trafficking%20Statement.pdf>

Over the last year, we have undertaken the following activities:

- Procured an e-learning package to be used across the Research Councils to raise awareness of the Modern Slavery Act 2015.
- Completed an awareness workshop and facilitated training for various departments in the organisation to initiate the risk assessment programme in the business.

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- Initiated the process of working with the other Research Councils and UK SBS to ensure that the risks are captured in UK Research & Innovation (UKRI) policies and processes.
- Created a cross – Research Council working group to identify and manage risks and communications across the organisations that will be fully established ahead of the inception of UKRI.

During 2017-18, Innovate UK will undertake the following activities:

- Make all staff aware of the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- To roll out the cross Council e-learning awareness training to all staff from Oct 2017 and incorporate this into our new hire training and induction programme.
- Continue with the awareness workshops to raise awareness of the 'red flags' in Innovate UK's business where there is a risk of slavery and human trafficking and what steps Innovate UK should take to manage these risks.
- Once confirmed by the Government Internal Audit Agency as part of the 2017/18 audit plan, raise awareness of the changes to clauses in UK SBS procurement contracts for Modern Slavery Act 2015 compliance.
- Ensure that the Modern Slavery Act 2015 is referred to and consideration of the modern slavery risks and prevention are added to Innovate UK's policy review process including our Whistleblowing Policy.
- Ensure that work continues with the UK Research and Innovation working groups in preparation for UKRI inception to include Modern Slavery Act 2015 considerations in policies, procedures and documentation, including grant and funding terms and conditions.

This statement has been approved by the Chief Executive and Directors at Innovate UK



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