

Modern Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It constitutes the human trafficking statement for Historic Royal Palaces and Historic Royal Palaces Enterprises Limited for the financial year that ended 31 March 2023.

Historic Royal Palaces is the independent charity that looks after the Tower of London, Hampton Court Palace, Banqueting House, Kensington Palace, Kew Palace and Hillsborough Castle and Gardens.

We are a team of people who love and look after six of the
most wonderful palaces in the world.

We create space for spirits to stir and be stirred. We want everyone
to feel welcome and accepted. We tell stories about the monarchs
you know and the lives you don't. We let people explore
and we set minds racing.

We are a charity and your support gives the palaces
a future, for everyone.

Although the Palaces are owned by The Monarch on behalf of the nation, we depend on the support of our visitors, members, donors, volunteers and sponsors.

Historic Royal Palaces is committed to taking appropriate steps to ensure that slavery and human trafficking is not present within our organisation or within its supply chains, and will not knowingly engage with a supplier or entity involved in slavery or human trafficking.

In accordance with the Modern Slavery Act 2015, Historic Royal Palaces has in place, and will continue to monitor and improve, processes to ensure transparency within the organisation and of those organisations which supply goods and services to Historic Royal Palaces.

Historic Royal Palaces takes the issue of modern slavery seriously. The majority of procurement activities are specialist in nature and do not involve traditionally high-risk activities nor production and sourcing outside of the United Kingdom.

However, there are a few exceptions where risks exist, such as purchasing of Retail goods for re-sale, staff uniforms, IT equipment, cleaning, security, catering, and construction.

Our internal policies detail Historic Royal Palaces' commitment to acting ethically and partnering with organisations that share that vision and can demonstrate compliance.

At the present time, Historic Royal Palaces is taking the following steps to minimise the risk of modern slavery being involved in any of its supply chains:

- all Procurement staff have undertaken and passed the CIPS Ethical Procurement and Supply course, which includes learning and awareness modules on human rights abuses;
- the Procurement Team now proudly bears the CIPS Corporate Ethics Mark which shows we as an organisation have taken proactive steps, to safeguard against unethical conduct in procurement and supply management;

- we are affiliated with Electronics Watch, who protect the rights of workers in electronics global supply chains, through our membership with the London Universities Purchasing Consortium;
- we continue to develop a HRP Partner Code of Conduct <https://www.hrp.org.uk/about-us/supplier-manual/#gs.5ums56> which contains a section on policies and procedures with respect to modern slavery. This will again be shared and communicated to all staff as part of informing them of Historic Royal Palaces' commitment to minimise its existence;
- reviewed safeguarding policies and within the contracts we place plan to include provisions to ensure that all safeguarding concerns or incidents are recognised, reported and responded to;
- we carry out checks that staff can demonstrate their eligibility to work in the UK and that contractors and agency staff undergo an eligibility check prior to commencing work;
- we have included a section within our counter-party risk register on Modern Slavery risk which is completed for key contracts and reviewed annually by the Audit and Risk Assurance
- we will ask suppliers who have been identified as presenting a Modern Slavery risk to provide additional information in the form of completing HRP's Modern Slavery Checklist;
- we conduct due diligence checks on suppliers of goods and services for all major contracts and Retail buying activity at the time of sourcing and those where the nature of the goods or services mean the risks are judged to be higher;
- we hold membership with Sedex whose role is to support businesses to operate responsibly and sustainably, protect workers and source ethically. We encourage our suppliers to take membership or supply equivalent audit reporting.
- we undertake factory visits and third-party audits where the risks are judged to be higher;
- we make use of contractual clauses to ensure compliance of both our suppliers and sub-contractors to modern slavery legislation;
- all our internal policies are supported by Historic Royal Palaces' whistleblowing policy, which is based on protected disclosure legislation under the Employment Rights Act 1996. It encourages those who have concerns, including those related to modern slavery, to raise them, and protect and support them when doing so.
- we monitor trends in respect of complaints received / frequency of suppliers being found to be non-compliant with the HRP's Modern Slavery Checklist
- Modern Slavery and trafficking awareness video training to be re-publicised and made available for all staff.

During the forthcoming year we will review and reinforce effective due diligence and controls through improved supplier questionnaires and checklists, and undertake more factory visits and audits, to minimise the opportunities for slavery and human trafficking taking place in our supply chains.

This statement was approved by the Executive Board of Historic Royal Palaces on 4 October 2023.



John Barnes
Chief Executive Officer

16 October 2023