

# Anti-slavery and Human Trafficking Policy

## 1. Policy Statement

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.

Diamond 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. We are also committed to implementing and enforcing effective, transparent systems and controls to guard against modern slavery taking place in our own business or in any of our supply chains.

## 2. Who does this policy apply to and how does it apply?

This policy applies to all persons working for us or on our behalf in any capacity, including Diamond Employees, seconded workers, volunteers, interns, agents, contractors (specifically including suppliers and casual and agency staff), external consultants, third-party representatives and business partners. We expect that our suppliers will hold their own suppliers to the same high standards outlined in this policy.

Although this policy applies to all Diamond Employees, it does not form part of any Diamond Employee's contract of employment and we may amend it from time to time.

## 3. Who is responsible for this policy?

Diamond's Directors have overall responsibility for this policy. Any queries or suggestions relating to this policy should be sent to [policies@diamond.ac.uk](mailto:policies@diamond.ac.uk).

## 4. Compliance with this Policy

You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or on our behalf.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chain at the earliest possible stage. You must notify your line manager, your Diamond contact and/or send an email to [policies@diamond.ac.uk](mailto:policies@diamond.ac.uk) as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. Alternatively, if you are a Diamond employee, where appropriate, you can report any such concerns in accordance with our Whistleblowing Policy (This policy is only available on Diamond's intranet. If you need any assistance please contact [policies@diamond.ac.uk](mailto:policies@diamond.ac.uk)).

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is (or may be) taking place in any part of our own business or in any of our supply chains.

If you believe that you have suffered any such treatment, you should send the details to [policies@diamond.ac.uk](mailto:policies@diamond.ac.uk) immediately. If the matter is not remedied, and you are a Diamond Employee, you should raise it formally using our Grievance Procedure (This procedure is only available on Diamond's intranet. If you need any assistance please contact [policies@diamond.ac.uk](mailto:policies@diamond.ac.uk)).

## 5. Communication and Awareness of this Policy

Awareness of this policy forms part of the induction process for all individuals who are employed by us. Further training on the risks that Diamond faces from modern slavery will be provided as appropriate.

Our zero-tolerance approach to modern slavery should be communicated to all persons working for us or on our behalf in any capacity at the outset of the relationship and then reinforced if appropriate thereafter.

## 6. Breach of this Policy

Breach of this policy may:

- (a) In the case of Diamond Employees, result in disciplinary action up to and including dismissal.
- (b) In the case of individuals who are not Diamond employees, result in termination of any contract that they may have in place with Diamond and/or termination of their access to Diamond.

## 7. Amendments to this Policy

This policy will be kept under review and may be revised by Diamond from time-to-time as considered appropriate. It will be the most recently published version of this policy that will apply if any issue arises which needs to be addressed under it.

### **Definitions**

*For the purposes of this policy, the following definitions shall apply:*

***Diamond:*** *Diamond Light Source Ltd, a company incorporated and registered in England and Wales, with company number 4375679 and with registered office at Diamond House, Harwell Science & Innovation Campus, Didcot, Oxfordshire, OX11 0DE, United Kingdom.*

***Diamond Employee:*** *Any person working for Diamond under a contract of employment.*