

Diamond Light Source Ltd Anti-slavery and Human Trafficking Statement (2017)

Diamond Light Source Ltd ("Diamond") is a joint venture company funded by the UK Government via the Science and Technology Facilities Council as part of UKRI and by the Wellcome Trust.

Diamond operates from Diamond House, Harwell Science and Innovation Campus, Didcot, Oxfordshire, United Kingdom and employs over 600 scientists, engineers, technicians and support staff. Diamond is the UK's national synchrotron facility and by accelerating electrons to near light speed, it generates brilliant beams of light that are used by thousands of researchers to conduct research in a wide range of disciplines.

Diamond is comprised of the following divisions: CEO, Science, Technical, Finance and Corporate Services. Our procurement function is within the Finance and Corporate Services Division and our supply chains involve/include Diamond Employees, seconded workers, volunteers, interns, agents, contractors (specifically including suppliers and casual and agency staff), external consultants, third-party representatives and business partners.

Our compliance team consists of representatives from our Commercial, Procurement and HR departments. Our financial year end is 31 March each year and this statement covers the period from 1 April 2016 to 31 March 2017.

Diamond has a zero tolerance to slavery and human trafficking and we are committed to improving our practices to combat slavery and human trafficking.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risk, we have undertaken the following steps to combat slavery and human trafficking:

- We have carried out a risk assessment, mapping Diamond's supply chains and identifying potential touch-points for modern slavery.
- We have undertaken a review of existing supplier arrangements, particularly in high-risk sectors or jurisdictions, and, where necessary, we have approached suppliers to amend agreements to ensure that suppliers are obliged to comply with the requirements of the Modern Slavery Act and Diamond's Supplier Code of Conduct.
- We have updated our processes so that Diamond's Anti-slavery and Human Trafficking Policy is sent out with all tenders and we have taken steps to ensure that consistent messaging of Diamond's Anti-slavery and Human Trafficking Policy is distributed throughout Diamond's supply chain.
- We continued to review and update relevant standard agreements to ensure that going forward suppliers and, in turn, their suppliers, will comply with the Modern Slavery Act and Diamond's Anti-slavery and Human Trafficking Policy.
- Key personnel at Diamond have been actively involved in the implementation and management of the requirements of the Modern Slavery Act and Diamond's Head of Procurement has attended formal training.
- Due diligence and monitoring is ongoing with a view to improving supplier vetting and minimising a range of risks, including slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by Diamond's Board of Directors on 20 March 2019.



Andrew Harrison
Chief Executive Officer

Date: 20 March 2019