

## **Diamond Light Source Ltd Slavery and Human Trafficking Statement (2022)**

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 UK Research and Innovation) and by the Wellcome Trust.

Diamond operates from Diamond House, Harwell Science and Innovation Campus, Didcot, Oxfordshire, United Kingdom and employs over 800 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 Division. 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 financial year end is 31 March each year and this statement covers the period from 1 April 2021 – 31 March 2022.

Diamond has a zero-tolerance approach 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 due diligence and other relevant steps:

- Procurement Team to undertake training  
On-going: Training has been completed by the team; for new starters in the team, in-house training will be part of compulsory training.
- Continue to make best use of LUPC compliant suppliers  
On-going: We have continued and we will continue to make best use of London Universities Purchasing Consortium (LUPC) compliant suppliers, who are monitored by LUPC to ensure compliance, as well as actively using our access to the LUPC member benefits such as the Modern Slavery and Human Rights Guide.
- Diamond staff to complete in-house training  
Outstanding: mandatory training will be launched for relevant staff, and made available to all staff, in the second half of 2022.
- Review procurement terms and conditions to ensure they reflect any changes in legislation  
On-going: Senior members of the Procurement Team check, and the Legal team implement, any relevant changes in legislation annually.
- Undertake analysis of responses to our Modern Slavery Act Questionnaire  
On-going: Each supplier questionnaire is reviewed by senior members of the Procurement Team. All main, large, suppliers have submitted compliant questionnaires, some smaller and overseas suppliers have general supplier codes of conduct which touch on this area but not specific ones for slavery and human trafficking. All suppliers, including existing ones, are required to complete a new questionnaire if tendering for new work. The procurement system has been updated to flag suppliers who have not completed the Modern Slavery Act questionnaire and prompt action by Procurement Team.

- Work with our SME suppliers to raise awareness of our supply chain policies and codes  
On-going: Suppliers are sent copies of our Supplier Code of Conduct and links to other policies with orders. The Procurement Team talk regularly to Diamond's SME suppliers and are comfortable discussing expectations in this area.

During the course of 2022/23, we intend to undertake the following activities:

- Mandatory training will be launched for relevant staff, and made available to all staff, in the second half of 2022
- Review the content of the Modern Slavery Act supplier questionnaires to ensure it is still appropriate
- Advertise our Anti-Slavery & Human Trafficking Policy and Supplier Code of Conduct at the Diamond-II Procurement Conference
- Develop a "Responsible Procurement" section of the Diamond Procurement web pages
- Ensure there are "Responsible Procurement" elements in all above-threshold tenders

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 1 July 2022.



Andrew Harrison  
Chief Executive Officer

Date: July 1<sup>st</sup> 2022