

Diamond Light Source Ltd Anti-slavery and Human Trafficking Statement (2016)

Diamond Light Source Ltd ("Diamond") is a joint venture limited company funded by the UK Government via the Science and Technology Facilities Council ("STFC") and by the Wellcome Trust. The shares are owned by STFC (86%) and the Wellcome Trust (14%).

Diamond operates from Diamond House, Harwell Science and Innovation Campus, Didcot, Oxfordshire, UK and employs over 500 scientists, engineers, technicians and support staff. Diamond is the United Kingdom's national synchrotron facility and by accelerating electrons to near light speed generates brilliant beams of light which 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.

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 and transparent systems and controls to ensure that 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:

- We have nominated an individual within the organisation who will take responsibility for overseeing implementation of Diamond's Anti-slavery and Human Trafficking Policy and annual preparation of the slavery and human trafficking statement.
- We have reviewed Diamond's whistleblowing policies to ensure they adequately accommodate the reporting of modern slavery issues in the business and supply chain.
- We have reviewed and are proposing to update relevant standard agreements to ensure that going forward suppliers and, in turn, their suppliers, will have an obligation to comply with the Act and Diamond's Anti-slavery and Human Trafficking Policy (including appropriate warranties, undertakings and audit rights).
- We are prepared to respond to slavery and human trafficking enquiries and challenges from inside and outside the organisation.
- We have publicised our stance by publishing this statement (internally and externally) on our zero tolerance to modern slavery in our business and supply chains.

During the course of 2016/2017, we intend to supplement the above steps by:

- Creating awareness, for all new starters, of the Act and Diamond's Anti-slavery and Human Trafficking Policy, with targeted training for those involved in procurement and/or with responsibility for supply chain management,

including how to respond to modern slavery identified within our supply chains.

- Initiating a risk assessment, mapping Diamond's supply chains and identifying potential touch-points for modern slavery.
- Initiating a review of existing supplier arrangements, particularly in high risk sectors or jurisdictions, and, where necessary and practical, we will be approaching suppliers to amend agreements to ensure that suppliers are obliged to comply with the requirements of the Act and Diamond's policy.
- Ensuring that consistent messaging of Diamond's Anti-slavery and Human Trafficking Policy is distributed throughout Diamond's supply chain.
- Providing adequate resources to effectively implement Diamond's Anti-slavery and Human Trafficking Policy and any related procedures.

Our compliance team consists of representatives from our Commercial, Procurement and HR departments.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Diamond's slavery and human trafficking statement for the financial year ending 2016.



Andrew Harrison
Chief Executive Officer

Date: 14 APRIL 2016