

Modern Slavery Policy Statement 2020

NOC is committed to the implementation and promotion of ethical business practices to protect staff from being abused and exploited and expect the same high standards from its contractors, suppliers and other business partners. NOC understands its obligations under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking in all its activities, whether conducted by its staff or throughout its supply chain.

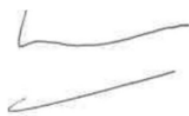
The contracting process will include specific prohibitions on the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and NOC will work to ensure that our suppliers hold their own suppliers to the same high standards.

Those employees in relevant roles must advise UK suppliers, contractors and business partners that NOC requires them to adhere to the Modern Slavery Act 2015. UK suppliers and overseas organisations that carry on business within the UK that fall within the scope of the act, will need to provide evidence, such as their annual Modern Slavery and Human Trafficking Statement, that this is the case. When dealing with overseas suppliers and partners that do not fall within the scope of the Act, staff must advise them that they are required to act within the spirit of the Modern Slavery Act 2015 and raise awareness of modern slavery and human trafficking with their own suppliers and contractors.

We may terminate our relationship with individuals and organisations working on our behalf if they breach this policy. We may also inform the police. We will work to ensure our internal processes and external supply chains are free from slavery and human trafficking. Where any concern is raised we will investigate and address it.

What NOC has been doing to counter modern slavery in the last financial year:

In the last financial year (ending 30 September 2020) NOC has been focused on contract due diligence and consolidation of the supplier base to ensure these are strengthened and any potential risks are minimised. All Purchase Orders include a requirement for compliance with Anti-Slavery and Human Trafficking Law and in performing its obligations, the suppliers agree to comply with all laws and regulations. In addition, suppliers are required to notify NOC as soon as they become aware of any actual or suspected slavery or human trafficking in any relevant supply chain. All supplier and research contracts cover compliance with the Modern Slavery Act 2015. NOC are rolling out a *'trusted supplier programme'* to consolidate the supplier base and allow more efficient monitoring in supply chains, thereby reducing risk in the contract portfolio. In addition, NOC designed and completed a safeguarding due diligence approach that has been delivered as part of a number of NOC projects working with Commonwealth Small Island Developing States. This approach will be used to inform the wider NOC Safeguarding approach.



Signed: John Hirst
Chair, Board of Trustees
29 April 2021