

# ROYAL COLLEGE OF NURSING GROUP ANNUAL MODERN SLAVERY STATEMENT FOR 2021

For the financial year 1 January to 31 December 2021

## INTRODUCTION

This statement is made according to section 54(1) of the Modern Slavery Act 2015 and constitutes the RCN's slavery and human trafficking statement for the financial year ending 31 December 2021. It fulfils one of the commitments set out in the RCN Group Equality, Diversity and Inclusion Statement.

The RCN Group ("the Group") constitutes the Royal College of Nursing (RCN), RCNi and the RCN Foundation.

The RCN is a professional body and trade union representing close to half a million registered nurses, midwives, nursing support workers and nursing students in the UK. RCNi is a wholly owned subsidiary of the

All Council members are elected by the members in the country, region or membership category that they represent.

RCNi has an independent Board comprising executive and non-executive directors.

RCN Foundation is governed by an independent committee.

RCN Group headquarters is in London, with main RCN country offices in Wales, Scotland and Northern Ireland and nine regional offices across England. These offices support the activities of local RCN branches, as well as learning representatives, stewards and safety representatives in their areas.

#### OUR SUPPLY CHAIN

In order to run our organisation effectively, the RCN engages a number of external suppliers that are predominately UK based. The goods, works and services they provide include hosting services for our IT systems and data, software licencing and support, office maintenance and cleaning, providers of agency workers, and legal services among many others. RCNi also utilises overseas suppliers for the hosting and production of its products and services.

We recognise our supply chain as our biggest risk for exposure to modern slavery, particularly where suppliers may use low-paid or casual workers.

We require our suppliers to comply with all relevant laws and regulations and expect them to maintain the highest ethical standards in all areas of their business operations. The requirement to pay the real Living Wage is in the RCN's standard services contract. If we discover one of our suppliers is allowing modern slavery offences in either their own business or their wider supply chain, we will



## DUE DILIGENCE PROCESSES

We aim to buy our goods and services through well-established companies and organisations. The RCN have procurement practices and templates that prompt us to consider modern slavery at different points during the processes. The RCN's standard contract terms and conditions include modern slavery requirements. As part of contract management, we monitor key suppliers to ensure they comply with our contractual requirements, particularly those contracts where we believe there may be a greater risk of modern slavery or human trafficking offences occurring.

We have reviewed our supply chain to ensure that companies with a turnover of over £36m have modern slavery statements in place. In 2021, 90% of the 'RCN's total supplier spend was made to 8% of our total supplier base. We have reviewed the published Modern Slavery Policies for these suppliers (100 in total). Of the top 100 suppliers, 65

## APPROVAL

This statement was prepared with input from the RCN People and OD and Finance departments and RCNi's Head of HR and Corporate Business Manager.

It was approved by the RCN Chair of Council:



Carol Popplestone, Chair of RCN Council

06 May 2022