



MODERN SLAVERY STATEMENT

We are committed to ensuring there is transparency in our approach to tackling modern slavery, consistent with the disclosure obligations under the Modern Slavery Act 2015 (**Act**). Our policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships.

Our Organisation

LifeArc is a medical research charity registered in England and Wales. We have a 25 year legacy of helping scientists and organisations turn their research into treatments and diagnostics for patients.

LifeArc is pioneering new ways to turn great science into greater patient impact. We bring together a network of partners to tackle specific diseases and directly fund academic and early stage research.

With 161 employees, the charity has dedicated laboratories in Stevenage where around 80 scientists work on antibody and small molecule projects, while the Edinburgh lab activities progress diagnostics development.

Our activities are overseen by the Board of Trustees who have the overall responsibility for all that we do. LifeArc's day to day management resides in our Management Team which reports directly to the Board of Trustees.

Our supply chains

To carry out our activities efficiently, we use suppliers to support the operations of our organisation. The main areas in which we engage suppliers are:

- Scientific services and supplies;
- Facilities management;
- Information technology;
- Finance; and
- Professional services.

Our policies on anti-slavery and human trafficking

Our key policies and processes aimed at minimising the risk of modern slavery and human trafficking in our organisation and our supply chain include:

- Whistleblowing Policy – enables employees to raise concerns (e.g. malpractice or impropriety) and disclose information internally and at a high level.
- Equal Opportunities Policy – embodies our commitment to establishing a diverse workforce and create equal opportunity for all.

- Anti-Bribery and Corruption Policy – requires employees to prevent, detect and report bribery and corruption, ensuring LifeArc conducts its business in an honest and ethical manner.
- Health and Safety Policy – ensures as far as reasonably practicable, the health, safety and welfare of employees and others that may be affected by our activities. LifeArc also complies with the Working Time Regulations (1998).
- Procurement Policy – includes factors to be considered when selecting our suppliers such as compliance with laws.
- Human Resources – we conduct recruitment checks on our staff to ensure they have the right to work in the UK and we pay at least the National Living Wage to all employees.
- Contract Authorisation Process – ensures appropriate due diligence is completed on a counter-party before a significant contract is signed.
- Agreements – our template agreements require counterparties to comply with all applicable laws (including in relation to modern slavery and human trafficking).

Our continued commitment

We intend to further enhance our processes by:

- implementing a policy on modern slavery and human trafficking;
- revising our Procurement Policy to expressly include modern slavery and human trafficking as a consideration in procurement decisions. New and renewed supply contracts will oblige suppliers to comply with the Act;
- providing training to relevant employees so that they are aware of the issues surrounding modern slavery and human trafficking and what to do if they suspect it is taking place within our supply chains;
- reviewing our modern slavery and human trafficking statement and policy annually; and
- recording the due diligence completed during our Contract Authorisation Process.

Approval for this statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2017. It has been approved by the Board of Trustees.



Dr John Stageman OBE
Chairman
23 August 2017