

# Babraham Institute Modern Slavery & Human Trafficking Statement

## Babraham Institute Modern Slavery & Human Trafficking Statement for April 2024 - March 2025

### Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities for the financial year 1st April 2024 to 31st March 2025.

The statement sets down The Babraham Institute's commitment to preventing slavery and human trafficking in our business activities. Further it describes the steps we have put in place to ensure that there is no modern slavery or human trafficking in our own business or supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

### Our Organisation

The Babraham Institute is a world-class research institution, situated at the heart of the Babraham Research Campus, near Cambridge. Our mission is to be an international leader in research focusing on basic cell and molecular biology with an emphasis on healthy ageing through the human lifecycle.

The Institute's research is supported by strategic funding from the Biotechnology and Biological Sciences Research Council who fund our three core areas of research: epigenetics, lymphocyte signalling and signalling. The Institute receives additional funding from other bodies including the Medical Research Council, Wellcome and the European Commission. Funding is also obtained through research collaborations with industry and medical charities.

The Babraham Institute is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking, maintaining a Code of Conduct and Whistleblowing Policy as part of a wider suite of policies, all of which are easily accessible by all The Babraham Institute staff and are regularly reviewed.

### Our People

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion as a Babraham Institute employee.

### Our Supply Chain

The Babraham Institute procurement for goods and services is provided by a range of suppliers. The contractual terms and conditions in place with third parties are regularly reviewed and have been updated to include provisions designed to ensure that any risks of modern slavery are appropriately and effectively addressed.

## Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Institute ensures key personnel across the business have awareness.

## Due Diligence

The Babraham Institute is committed to ensuring that any third parties we engage with adhere to the highest standard of ethics and continual review of both existing suppliers and new suppliers.

## Approval

This statement has been approved by the Babraham Institute

A handwritten signature in black ink, appearing to read 'S Jones', is positioned above the date and name.

23 July 2025

**Simon Jones**

Company Secretary/Chief Operating Officer