



Modern Slavery and Human Trafficking Statement

For the period 1 November 2022 – 31 October 2023

1 INTRODUCTION

At National Museums Liverpool (NML), we have an acute awareness of the crimes of modern slavery and the fact that violations of fundamental human rights are still happening every day. These incidents take place in various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which remove a person's rights and liberties to exploit them for personal or commercial gain.

As a museums service that campaigns actively for human rights globally, we are committed to implementing and consistently applying practices across all areas of our organisation to be part of the fight to combat slavery and human trafficking and have a positive influence on people's lives; whether they live on the other side of the world, across the UK, or within our own city.

Our aim is to ensure our practices are consistently evaluated and improved upon to ensure that the standards we set for ourselves are met in all that we do, and that we're part of the change we want to see.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes National Museums Liverpool's slavery and human trafficking statement for the period November 2022 to October 2023. A copy of this Modern Slavery and Human Trafficking Statement is also available from our website via <https://www.liverpoolmuseums.org.uk/modern-slavery-statement>.

2 ORGANISATION STRUCTURE

National Museums & Galleries on Merseyside (NMGM) was established as an incorporated Trustee Body by the Merseyside Museums and Galleries Order 1986, as set out in:

<https://www.legislation.gov.uk/ukSI/1986/226/contents/made>. This was laid before Parliament on the 13 February 1986 by the Chancellor of the Duchy of Lancaster, following a recommendation to Her Majesty in Council, under section 46 of the Local Government Act 1986 (amended by the Museums and Galleries Act 1992). NMGM is an exempt charity by virtue of Schedule 3 to the Charities Act 2011.

National Museums Liverpool is governed by a Board of Trustees, has a status as a Non-Departmental Public Body (NDPB) and is sponsored by the Department for Digital, Culture, Media, and Sport (DCMS). DCMS became the principal regulator of National Museums Liverpool on 1 June 2010 providing the majority of its revenue funding.

For the purposes of this statement, National Museums Liverpool (NML) includes its wholly owned trading company, National Museums Liverpool Trading (NMLT), which together forms the National Museums Liverpool Group.

In the last reported financial year 2021/22, our annual turnover (income) is £35.2 million, of which approximately £17.4 million (49%) was spent on goods, services and capital works through various supply chains.

3 PRINCIPAL ACTIVITIES OF NATIONAL MUSEUMS LIVERPOOL GROUP

National Museums Liverpool is a group of very different and wide-ranging museums and galleries; established more than 150 years ago as a complement and counterbalance to the museums in London

and brought together in 1986 as a nationally funded group because of the global importance of our collections and as a symbol of hope and regeneration. National Museums Liverpool (NML) comprises seven venues, namely Museum of Liverpool, World Museum, Walker Art Gallery, Maritime Museum, International Slavery Museum, Sudley House and Lady Lever Art Gallery.

4 OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

National Museums Liverpool is committed to acting in an ethical manner and with integrity in its business relationships to implement processes that ensure there is no modern slavery or human trafficking in our supply chains or in any part of our business. National Museums Liverpool keeps under review its workplace policies and procedures to ensure our effectiveness in identifying and tackling modern slavery issues.

National Museums Liverpool has a cross-departmental Ethics Group which supports the ongoing commitment to ethical working practices in all areas of work. The Ethics Group is an internal advisory group that provides guidance and makes recommendations on ethical issues arising out of National Museums Liverpool's work. The group promotes good ethical working practices for all colleagues and Trustees and holds a register of ethical cases that have been reviewed.

All ethical cases are considered against internal policies, the UK Museums Association's Code of Ethics and subject specialist guidance as required. Responsibility for decision making lies with the Leadership Team and the Board of Trustees. Furthermore, as part of our ethical trading policies for NMLT, the Merchandising Strategy seeks to ensure that we only purchase from gift suppliers who can demonstrate that their production methods do not involve forced labour, child labour or inhumane treatment of any kind.

5 OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

National Museums Liverpool is committed to greater understanding, transparency and responsibility towards people working within its supply chains.

5.1 Employment of Staff

Most of National Museums Liverpool's people are directly employed; few services are outsourced or supplied through agencies. National Museums Liverpool mitigates the risk of modern slavery occurring by ensuring that directly employed staff are recruited following robust recruitment and candidate selection policies which includes conducting eligibility to work in the UK checks. These policies also apply to the appointment of temporary staff seeking paid and volunteer employment, including our Kickstart Programme. DBS checks are undertaken for all new recruits. Colleagues can raise concerns through our corporate "Speak Up" framework. This includes a Confidential Reporting (Whistleblowing) Policy, and Safeguarding Children and Adults at Risk Policy by which concerns can be raised. Our Code of Conduct for staff is reviewed, updated and approved by our Board of Trustees annually and is next due in January 2023.

5.2 Supply Chain Due Diligence Processes for Slavery and Human Trafficking

National Museums Liverpool has a supplier database of over 3,100 suppliers procured either through national and regional purchasing consortia or through direct contracting pursuant to the museum's procurement policies and procedures. When procuring from established frameworks, such as: Crown Commercial Services (CCS), <https://www.crowncommercial.gov.uk/>; NHS Shared Business Services, <https://www.sbs.nhs.uk>; Rise Construction Framework, <https://rise-framework.com/>; and Crescent Purchasing Consortium (CPC), <https://www.thecpc.ac.uk/>; modern slavery compliance issues are covered by the relevant purchasing consortia. Additionally, as National Museums Liverpool is a member

institution of the North West Universities Purchasing Consortium (NWUPC), <https://nwupc.ac.uk/>; our organisation is also affiliated to Electronics Watch, that is set up to protect the rights of workers within supply chains. Further details are accessible via: <https://nwupc.ac.uk/electronics-watch>.

Procurement activities are facilitated by National Museums Liverpool's Procurement Department, which sits within the Business Resources Directorate.

Our principal spend categories are:

- Utilities;
- Building Maintenance Services;
- Facilities Management Services;
- Visitor Experience (housekeeping and cleaning, catering and security services);
- Building Works and Construction Services;
- Exhibition Fabrication & Manufacturing;
- Goods for resale in our retail and café outlets

Of our spend categories, those that are likely to carry the highest risks in relation to modern slavery and human trafficking are:

- Building Maintenance Services;
- Facilities Management Services
- Visitor Experience (housekeeping and cleaning, catering and security services);
- Building Works and Construction Services;
- Exhibition Fabrication & Manufacturing;
- Textiles and Garments including uniforms;
- Goods for resale in our retail and café outlets;
- Information Technology - Equipment and Services

5.2.1 Supplier Adherence to Our Values

To ensure all those in our supply chain and contractors comply with our values, we expect our suppliers to comply with legal requirements by adopting the following moral principles as set out in our Supplier Code of Conduct:

- **Regulatory compliance** - Suppliers shall comply with all national and other applicable law and regulations. Where the national law and this Standard are in conflict, the highest standards consistent with national law shall be applied.
- **Elimination of child labour** - Suppliers shall develop or participate in and contribute to policies and programmes that provide for the transition of any child found to be performing child labour to enable them to attend and remain in quality education until no longer a child.
- **Right to a national minimum wage** - Wages paid for a standard working week meet national legal standards.
- **Avoidance of excessive working hours** - Standard working hours must comply with national laws and national benchmark industry standards; whichever affords greater protection to the employee.
- **No discrimination** - A policy of equality for all shall be in place and there shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, religious beliefs, union membership or political affiliation.
- **No harsh or inhumane treatment** - Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse of other forms of intimidation shall be prohibited.

- **Safe and Healthy Working Conditions** - To provide a safe and healthy working environment bearing in mind international standards, the prevailing knowledge of the industry and of any specific hazards.
- **Environment** - To comply with all environmental legislation, regulations and all local laws which relate to the organisation's environmental aspects to facilitate the protection of the environment.

We encourage our suppliers to provide assurances that they have undertaken appropriate due diligence in ensuring that there is no slavery or human trafficking within the supply chains that serve their contract with National Museums Liverpool. We also expect our suppliers and contractors to provide training to their staff.

6 FURTHER STEPS TO BE TAKEN TO COMBAT SLAVERY AND HUMAN TRAFFICKING

National Museums Liverpool will make this policy available to all colleagues, suppliers and the public, together with plans and procedures that will impact the supply chain management in respect of modern slavery, human trafficking, forced and bonded labour and labour rights violations. National Museums Liverpool will assess instances of noncompliance and take remedial action as appropriate. All our corporate policies and due diligence arrangements are reviewed regularly and these are next due for review in 2023.

Notwithstanding the steps identified above, to ensure that there is no slavery or human trafficking in our supply chains National Museums Liverpool intends to take the following further steps to combat slavery and human trafficking:

6.1 Staff Training & Development

Awareness and understanding of the risks of modern slavery and human trafficking in National Museums Liverpool's supply chains and business will be raised through the provision of appropriate staff guidance and training. This includes reviewing and sourcing appropriate and effective training for colleagues as well as those involved in the procurement of goods, services and works, so all are equipped to identify and assess risks within our supply chains. Furthermore, at National Museums Liverpool we have cultivated several partnerships for our visitor experience and exhibition programmes to supplement colleague awareness, training and development.

6.2 Assessment, Supplier Chain Development & Sector Engagement

- develop measures to assess how effective National Museums Liverpool has been in ensuring that slavery and human trafficking is not taking place in any part of its supply chains.
- identify and undertake training programmes and e-learning webinars to further enhance awareness and development amongst colleagues.
- review and where appropriate update the procurement processes and contract documentation to ensure the requirements of this legislation are incorporated.
- continue to work with our supply base and their respective supply chains to encourage commitment to improved standards in relation to the modern slavery, human trafficking, forced and bonded labour and labour rights violations.
- for specialist projects such as in conjunction with the redevelopment of our International Slavery Museum and Maritime Museum, recruit project specific curators to support the integrity and ethos of our commitment towards modern slavery.
- collaborate with suppliers to conduct supply chain mapping of the goods and services that it purchases, and which are an important part of its operations.
- ongoing implementation and enforcement of effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

- collaborate with relevant agencies and wider sector organisations to develop and share improved practices in the identification assessment and mitigation of the risk of slavery and human trafficking occurring in our supply chains.

Laura Pye

A handwritten signature in black ink, appearing to read 'LJ Pye'.

Director & Accounting Officer

Date: 26th October 2022