Slavery and Human Trafficking Statement
for the Financial Year Ending 31 December 2024

Introduction

The Institute of Physics (IOP) and its group companies are committed to doing all we reasonably can to combat all forms of slavery and human trafficking in our supply chains. This statement sets out how the entire IOP group has approached these issues during this financial year and how we will continue to do so in the next.

Our Group Status, Structure and Activities

The IOP is a charity registered in England and Wales, and in Scotland, and is incorporated by Royal Charter. We are the professional body and learned society for physics in the UK and Ireland, inspiring people to develop their knowledge, understanding and enjoyment of physics. The objective of the IOP, as stated in our Royal Charter, is to promote the advancement and dissemination of knowledge and education in the science of physics, pure and applied, for the benefit of the public and the members of the IOP.

We work with a range of partners to support and develop the teaching of physics in schools; we encourage innovation, growth and productivity in business including addressing significant skills shortages; and we provide evidence-based advice and support to governments across the UK and in Ireland.

Our members come from across the physics community whether in industry, academia, the classroom, technician roles or in training programmes as an apprentice or a student. However, our reach goes well beyond our membership to all who have an interest in physics and the contribution it makes to our culture, our society and the economy.

The IOP group of companies is made up of:

- trading subsidiaries registered in England and Wales, the United States of America, the People's Republic of China and India;
- non-trading subsidiaries in England and Wales, Ireland and the Russian Federation.

The largest subsidiary, IOP Publishing Limited (IOPP), is a world leader in scientific communications publishing journals, ebooks, magazines and websites globally. IOPP has a branch in Japan. The other subsidiaries support the activities of IOP and/or IOP Publishing Limited in the United Kingdom and globally.

Our Group's Supply Chain

The IOP group of companies has a diverse supply chain, and we have assessed the risk of slavery occurring across the various sectors. We have highlighted suppliers of IT, print and editorial services, office equipment, catering services, building services, temporary recruitment services, and accommodation and venue facilities as being those which could be seen to be higher risk activities. These suppliers are located across the globe, with some located in countries which have a higher estimated prevalence of modern slavery as measured by the most recent Global Slavery Index (published in 2023), such as India and Ukraine.

Our Approach and Policies on Slavery and Human Trafficking

During 2024, we have continued activities on a group-wide basis to identify and mitigate the risk of slavery or human trafficking occurring in the IOP group's supply chains. These have included:

- sending IOP group staff to carry out site visits at some of our larger conference venue suppliers in the UK. These visits included meeting venue staff members, touring the facilities and inspecting the premises and working conditions of potentially lower paid venue staff members;
- continuing to identify and assess potential risk areas in our supply chains, in particular

for those suppliers in countries with a high estimated prevalence of modern slavery;

- carrying out due diligence checks on higher risk suppliers, such as requesting evidence of their own policies and procedures;
- introducing appropriate contractual obligations into contracts with relevant suppliers;
- providing our Anti-Slavery and Human Trafficking Policy, where appropriate, to our relevant suppliers and obtaining their agreement to comply by it;
- obtaining confirmation from key employees and suppliers that no instances of modern slavery and human trafficking in our supply chains has been observed either during visits or otherwise;
- ensuring employees are aware of how to raise any suspected instances of slavery;
- undertaking an internal audit of current contracts to assess whether appropriate contractual obligations are included.

We confirm our commitment to prohibiting modern slavery and human trafficking in our supply chains and in any part of our businesses. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to prohibit slavery and human trafficking in our supply chains and business.

Supplier Adherence to Our Values

We have a zero tolerance approach to slavery and human trafficking. To ensure that those companies in our supply chains comply with these values, we require that all relevant suppliers are issued with, and agree to comply with, our Anti-Slavery and Human Trafficking Policy and/or that appropriate obligations are included in our contracts with them. These obligations will allow us to secure assurances that those suppliers have appropriate measures in place in relation to their own business and supply chains and commit to complying with all relevant legislation and codes of practice.

Report on Performance Against our Key Performance Indicators (KPIs) for 2024

Our KPIs for 2024 were:

1. For the year ending 31 December 2024, 100% of senior staff in the IOP group with roles managing suppliers in the higher risk areas we have identified will have confirmed that either:

   (a) they have not discovered, nor been made aware of, any issues affecting their suppliers which might constitute modern slavery; or

   (b) any potential instances of modern slavery have been reported in accordance with our processes.

   Outcome: this was fully achieved.

2. During 2024, training on anti-slavery and human trafficking, either e-learning or in person (as appropriate), will be provided to new employees and in-person training will be carried out with all staff working with suppliers in our identified higher risk areas, including on relevant indicators of forced labour.

   Outcome: this was fully achieved, with in-person training carried out with all teams working with suppliers in our identified higher risk areas and e-learning forming part of the induction programme for new starters.

3. We shall carry out a random check of 5% of our supply contracts signed in 2024 to verify if appropriate contractual obligations have been included with relevant suppliers.

   Outcome: this check has been completed.

4. During 2024 we shall undertake at least three site visits to key suppliers to witness working conditions first hand.

Outcome: these visits were completed during 2024 and positive reports given by the IOP group staff members who undertook them.

Continuing Our Approach in 2025/Key Performance Indicators (KPIs)

To continue to do all we reasonably can to ensure that there is no slavery and human trafficking in our supply chains, we intend to measure our performance against the following KPIs in the forthcoming financial year:

1. For the year ending 31 December 2025, 100% of senior staff in the IOP group with roles managing suppliers in the higher risk areas we have identified will have confirmed that either:
   (a) they have not discovered, nor been made aware of, any issues affecting their suppliers which might constitute modern slavery; or
   (b) any potential instances of modern slavery have been reported in accordance with our processes.
2. During 2025, training on anti-slavery and human trafficking, either e-learning or in person (as appropriate), will be provided to new employees and refresher training will be provided to existing employees where appropriate.
3. We shall carry out a random check of 5% of our supply contracts signed in 2025 to verify if appropriate contractual obligations have been included with relevant suppliers.
4. During 2025 we shall undertake at least three site visits to key suppliers to witness working conditions first hand.

These indicators will be reviewed annually.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the IOP group's anti-slavery and human trafficking statement for the financial year ending 31 December 2024.

K Burnett	**Tom Grinyer**
Professor Sir Keith Burnett CBE	Tom Grinyer
President	Group Chief Executive Officer
Institute of Physics	Institute of Physics

The above statement was approved by the Institute of Physics Council of Trustees on 27 February 2025. It has been endorsed by the Institute of Physics Executive Board and by the IOP Publishing Limited Executive Board.