



saving the lives
of people with
blood cancer

ANTHONY NOLAN ANTI MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR 1ST APRIL 2021 TO 31ST MARCH 2022

INTRODUCTION

Anthony Nolan is a registered charity in England and Wales and Scotland that helps save the lives of people with blood cancer or blood disorders who need a blood stem cell or bone marrow transplant. We use our register to match remarkable individuals willing to donate their blood stem cells to people who desperately need lifesaving transplants.

This statement is designed to comply with the requirements of Section 54 of the Modern Slavery Act 2015 and outlines the steps that Anthony Nolan has taken to ensure that slavery and human trafficking are not present in our business operations or any part of our supply chain. Anthony Nolan has a zero-tolerance approach to slavery and human trafficking. We will not offer contracts to suppliers that do not take all reasonable steps to ensure that slavery and human trafficking are not present within their own activities and supply chain. We will also ensure our approach and stance is clear with our partner organisations.

This statement has been approved by Anthony Nolan's Board of Trustees and Strategic Leadership Team who recognise the importance of the Modern Slavery Act. The Chief Financial Officer takes the lead to ensure that processes to comply with the Modern Slavery Act continue to be implemented across Anthony Nolan.

OUR BUSINESS OPERATIONS

Anthony Nolan is committed to ensuring that its own operations are free from slavery and human trafficking.

We are governed by a Board of Trustees who volunteer their time to help direct our work. They oversee our Strategic Leadership Team who manage our 380 employees and 942 volunteers across the whole charity. We have one wholly owned trading subsidiary undertaking.

When recruiting new employees, we ensure that they have the right to work in the UK. As a Living Wage Foundation accredited employer, we are proud to pay the London Living Wage or UK Living Wage to all employees and contractors; this is a voluntary commitment above the National Living Wage set by the government, which is the minimum wage for over-25s.

We work with recruitment agencies and self-employed contractors to cover permanent and temporary assignments. We only use reputable employment agencies, which have

been appraised in line with our supplier appraisal procedure, to source labour and we always verify the practices of any new agency we use before accepting workers from that agency.

OUR SUPPLY CHAIN

The supply chain for Anthony Nolan can be divided into the following top-level categories:

- Human Tissue, goods and services for our Operations & Patient Services division and our Cell & Gene Therapies division (including recruitment of stem cell donors);
- Laboratory equipment, consumables and services;
- Fundraising materials and services;
- Communications and marketing goods and services;
- IT equipment and services;
- Travel and accommodation;
- Facilities, utilities and property related goods and services;
- Recruitment agencies; and
- All other professional services.

As the supply chain is large and complex, we are unable to guarantee that the whole supply chain is completely free from forms of modern slavery. However, we take steps, based on our supplier appraisal process and ongoing collaboration with those suppliers, to ensure that our suppliers are free of all aspects of modern slavery occurring in their direct operations. Our anti-slavery statements reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that there is no modern slavery in our supply chains or in any part of our business.

We share these statements with our suppliers and employees and will treat any breach of these statements very seriously. We are committed to continually reviewing and updating relevant policies and have processes in place to monitor and maintain our policies and statements at regular intervals.

SUPPLIER APPRAISAL AND RISK ASSESSMENT

To ensure that Anthony Nolan's suppliers comply with the Modern Slavery Act 2015, suppliers are appraised by our Procurement Team. We include a Modern Slavery compliance section in our appraisal process alongside sections on corporate social responsibility, ethical policies, and Real Living Wage compliance for any personnel who are contracted to work on any of our sites, as well as completing Vendor Risk Management assessments through OneTrust (our privacy management software) to help us evaluate and risk assess new suppliers.

Our contracts management process includes a review stage to ensure that current suppliers maintain all standards and procedures disclosed by them during the supplier appraisal. Suppliers are required to provide statements, and any professional accreditations available, to satisfy compliance with the Modern Slavery Act.

ANTHONY NOLAN'S CONTINUED COMMITMENT

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with modern slavery at Anthony Nolan and throughout our supply chains. We are committed to continuing to enhance our ability to identify, prevent and mitigate any actual or potential risks in these areas and we produce a biennial risk report and mitigation plan covering our active suppliers. This includes communications through various channels to internal employees and the development of a bite size training session awareness training programme for key employees, aimed at educating employees on the risk factors and warning signs of modern slavery.

The Procurement Team provide regular updates to the Governance and Risk Committee and the Board of Trustees on our annual statement review, as well as progress against our aims, with a view to including future plans in the charity's business strategy.

This statement will be reviewed in 2023 and published in line with the requirements of the Modern Slavery Act 2015.



Nicola Horlick, Chair
Date: 27th July 2022



Henny Braund, Chief Executive
Date: 27th July 2022