

Anthony Nolan

Anti-Modern Slavery Statement

FY 2025-2026

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 published in accordance 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 operates a zero-tolerance approach to slavery and human trafficking and expects the same standards from all suppliers, partners and contractors. 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 employs staff and engages volunteers across clinical, laboratory, and corporate functions.

We are committed to fair employment practices, including:

- Right-to-work checks for all employees
- Use of reputable, pre-approved recruitment agencies
- Accreditation as a **Real Living Wage Foundation employer**

Anthony Nolan is committed to ensuring that its own operations are free from slavery and human trafficking including the Right-to-work checks.

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 over 450 employees and over 1,000 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 Real Living Wage employer, we are proud to pay the Real Living Wage to all employees and contractors; this is a voluntary commitment above the National Living Wage set by the government.

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.

We recognise the importance of protecting children and vulnerable adults, including patients and donors, and operate safeguarding and whistleblowing mechanisms to enable concerns to be raised confidentially.

Our Supply Chain

Our supply chain spans a diverse range of categories and can be divided into the following top-level categories:

- Human Tissue, goods and services for our Operations & Patient Services division and our Cell Therapies and Laboratory Services division (including recruitment of stem cell donors);
- Laboratory equipment and consumables;
- 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.

Due to the scale and complexity of our supply base, we cannot guarantee that all risks are eliminated; however, we take a **risk-based and proportionate approach** to identifying and mitigating exposure to modern slavery.

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.

This statement is published on our website and link's shared with our suppliers and employees. Anthony Nolan will treat any breach of this statement 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.

These principals have been further enhanced by our Supplier Selection and Onboarding Guide which acknowledges that Anthony Nolan has a duty to maintain the trust of our beneficiaries, supporters and staff by ensuring we are carrying out our work responsibly and minimising any adverse financial or reputational impact. Where appropriate, these principals should be considered as criteria for the evaluation process for potential suppliers. This includes ensuring that suppliers are compliant with paying their employees a Real Living Wage.

Anthony Nolan actively seeks to work with suppliers who share our values and commitment to these principals.

Supplier Appraisal and Risk Assessment

We adopt a risk-based approach, prioritising enhanced due diligence where suppliers operate in higher-risk sectors or geographies.

To ensure that Anthony Nolan's suppliers comply with the Modern Slavery Act 2015, we operate a structure supplier appraisal process managed by Procurement.

This includes:

- Pre-engagement due diligence checks covering ethical, CSR and modern slavery compliance
- Requirement for suppliers to provide modern slavery statements or equivalent assurances
- Contractual clauses requiring compliance with the Modern Slavery Act 2015
- Real Living Wage compliance for any personnel contract to conduct work for Anthony Nolan
- Ongoing supplier monitoring through robust contract management

Our approach is supported by internal policies, including:

- Supplier Selection and Onboarding Guide
- Supplier appraisal and due diligence procedures
- Whistleblowing Policy
- Safeguarding Policy

We have strengthened our approach to ensure these requirements are consistently embedded within **supplier onboarding and contracting processes**.

Anthony Nolan's Continued Commitment

Anthony Nolan remains committed to acting ethically and with integrity across all activities and supply chains. We recognise that tackling modern slavery requires **continuous vigilance, collaboration, and improvement**.

We are committed to raising awareness by continuing to enhance our ability to identify, prevent and mitigate any actual or potential risks.

The Procurement Team provides updates which are included in the Charity's Annual Report.

This statement will be reviewed in 2027 and published in line with the requirements of the Modern Slavery Act 2015.



Nicola Horlick, Chair
Date: 30th July 2026



Henny Braund, Chief Executive
Date: 30th July 2026