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THE NATIONAL LIBRARY OF WALES

Modern slavery statement

The National Library of Wales ("the Library") is committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to human trafficking and modern slavery.

Modern Slavery Statement 2025/26

Introduction

The National Library of Wales ("the Library") is committed to preventing modern slavery and human trafficking in all aspects of its operations. We adopt a zero-tolerance approach to any form of modern slavery and are dedicated to strengthening our practices to identify, prevent and address such risks.

This statement outlines the steps taken during the 2025-26 financial year to comply with the Modern Slavery Act 2015 and to minimise risks within our activities and supply chains. It reflects our commitment to upholding the dignity, safety and rights of our staff, volunteers, users and partners, particularly those from vulnerable groups.

Groups most at risk in the UK include migrant workers, asylum seekers, undocumented individuals, people experiencing homelessness, and individuals with learning disabilities. We continue to assess how modern slavery may affect our workforce, volunteers, service users and supply chains, and ensure that we respond appropriately through robust policies and practices.

Organisation Structure and Business

The National Library of Wales is the national legal deposit library of Wales and a Welsh Government Sponsored Body. It is one of the largest libraries in the United Kingdom and the largest in Wales, holding over 6.5 million books and periodicals, alongside extensive collections of archives, manuscripts, maps, images, and audiovisual materials.

As a leading research library and archive, the Library is a member of Research Libraries UK and the Consortium of European Research Libraries. Its core mission is to collect, preserve and provide access to materials relating to Wales and Welsh life for research and public benefit.

The Library employs approximately 200 staff, all based in the UK, working in both full- and part-time roles.

Our approach to responsible business emphasises:

- Effective and ethical management of our supply chains
- Respectful and fair treatment of users, staff, and suppliers
- Integrating ethical procurement with value for money

Due Diligence and Risk Assessment

We have assessed the potential risks of modern slavery within our operations and supply chains. Key risk areas include:

- Procurement and supply chains: Risks may arise from inadequate or inappropriate sourcing practices, particularly in areas such as building and maintenance services.
- Service users and workforce: There is a potential for encountering individuals affected by exploitation, particularly among vulnerable or socially excluded groups.

To mitigate these risks, the Library has implemented the following measures:

- Mandatory training for employees involved in procurement, covering the Modern Slavery Act and how to identify and report concerns
- Robust procurement procedures, including screening at all stages (market engagement, pre-qualification, and tendering) to ensure appropriate safeguards
- Extension of ethical and social value requirements to all suppliers, regardless of procurement route
- Strong recruitment controls, including right-to-work checks and Disclosure and Barring Service (DBS) or equivalent checks where appropriate

Supply Chain and Procurement

The Library does not operate a direct supply chain outside the United Kingdom.

For significant contracts, procurement is managed through a centralised system using approved suppliers. This ensures rigorous pre-award checks, promotes transparency, and enables effective ongoing monitoring.

Safeguarding

The Library's Safeguarding Vulnerable Children, Young People and Adults Policy recognise modern slavery as a form of abuse affecting individuals at risk.

All relevant staff are required to complete safeguarding training, and guidance on the Modern Slavery Act is accessible via the Library's intranet. This supports staff in recognising and responding to potential concerns.

People and Culture

Our People Policy explicitly references the Modern Slavery Act and reinforces our commitment to dignity, fairness and respect in the workplace.

We maintain:

- A Whistleblowing Policy, enabling staff to raise concerns confidentially
- An Employee Code of Conduct, outlining expected standards of behaviour

Recruitment

The Library's Recruitment and Selection Policy include safeguards to prevent exploitation by ensuring:

- Verification of eligibility to work in the UK
- Appropriate background checks, including DBS checks where required

Monitoring and Effectiveness

We monitor the effectiveness of our approach through procurement and supplier management processes. Key measures include:

- Pre-qualification requirements for suppliers to demonstrate actions to prevent modern slavery
- Due diligence checks, including whether suppliers publish modern slavery statements
- Contract management processes that avoid creating pressures that could contribute to exploitative labour practices

We will continue to develop performance measures to strengthen oversight and improvement in this area.

Governance

Accountability for compliance with the Modern Slavery Act rests with the Chief Executive. Operational responsibility is delegated to senior leaders in key risk areas, including:

- Supply chain management
- Safeguarding of vulnerable staff and users

- People Services, including volunteering

While the Library is not currently required to publish a modern slavery statement under the £36 million turnover threshold, we are committed to doing so voluntarily as part of our commitment to transparency and good governance.

Rhodri Llwyd Morgan

Chief Executive

June 2026