The Pirbright Institute Modern Slavery & Human Trafficking Statement for 2026-2027

1. CONTEXT

This Modern Slavery and Human Trafficking Statement relates to actions and activities for the financial year 2026-2027.

The statement sets down The Pirbright Institute's commitment to preventing slavery and human trafficking in any of our activities. Furthermore, it describes the steps we have put in place to ensure that there is no modern slavery or human trafficking in our own organisation or supply chains. We all have a duty to be alert to risks, however small. Staff, Students and Trustee Directors are expected to report their concerns and management are expected to act upon them.

Modern Slavery encompasses human trafficking, slavery, servitude and forced or compulsory labour as defined by The Slavery and Human Trafficking (Definition of Victim) Regulations 2022.

2. POLICY STATEMENT

Our Organisation

We are a world leading centre of excellence in research and surveillance of virus diseases of farm animals and viruses that spread from animals to humans. We receive strategic funding from UKRI - Biotechnology and Biological Sciences Research Council (BBSRC), and work to enhance capability to contain, control and eliminate these economically and medically important diseases through highly innovative fundamental and applied bioscience.

The Institute employs some 450 staff and research students and hosts visiting scientists, on its campus in Pirbright, Surrey, where investment by BBSRC has resulted in a redevelopment of the site and the construction of a high-level containment facility – the BBSRC National Virology Centre: The Plowright Building and a low-containment facility, The Jenner Building, as well as The Brooksby Building, a high containment building for large animal work.

The Pirbright Institute is committed to compliance with, and to the principles of, the Modern Slavery Act 2015, and the abolition of modern slavery and human trafficking. We also commit to maintaining a Conflict-of-Interest Policy and Whistleblowing Policy as part of a wider suite of policies in this area, all of which are easily accessible by all the Institute's staff and students; these policies are regularly reviewed by the Trustee Directors.

Our People

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees and students from any abuse or coercion. We have robust processes to obtain assurance on:

- Right to work – Nationality and Immigration Status (including an entitlement to undertake the work in question)
- Identity – ID Data check (electronic identity authentication - name, address, aliases, links, accounts, etc.
- Criminal Records – Search for unspent convictions only (Basic Disclosure)
- Employment history check – Confirmation of past 5 years employment (minimum) history / activity.

Furthermore, Pirbright has a rigorous suite of employment policies and provides a confidential Employee Assistance helpline, all of which are designed to support and safeguard our employees.

Training our people

To ensure good understanding of the risks of modern slavery and human trafficking in our Institute and its supply chains, the Institute implemented e-learning training for all staff, students, and Trustee Directors during 2023 with this training now mandatory for all new staff, students and Trustee Directors.

Our Procurement

Pirbright procurement for goods and services is provided by a wide range of suppliers. We are committed to ensuring transparency within our supply chain to ensure that our suppliers share our commitment to tackle modern slavery and human trafficking in a way which is consistent with disclosure obligations under the Modern Slavery Act 2015. We endorse the implementation and promotion of ethical business practices to protect our employees, students and Trustee Directors from abuse and exploitation and expect the same high standards from all our contractors, suppliers, and other partners.

The Pirbright Institute Procurement terms and conditions include a clause stating that the supplier must comply with the Modern Slavery Act 2015, and this is replicated in our Procurement procedures and policy, Tender documents, Request for quotes and Contract documents.

Due Diligence

The Pirbright Institute is committed to ensuring that any third parties we engage with adhere to the highest standard of ethics. During 2023 Pirbright developed a plan to support this statement. This is detailed below together with the progress made against each action. Pirbright has now built on this to develop an action plan for the financial year 2026-2027 and will provide a progress update on this plan in its Modern Slavery & Human Trafficking Statement for 2027-2028.

3. THE PIRBRIGHT INSTITUTE MODERN SLAVERY & HUMAN TRAFFICKING PLAN 2025 - UPDATE

During 2025 The Pirbright Institute planned to undertake the following activities, progress on which is also reported below:

3.1 Ensure that Modern Slavery and Human trafficking e-Learning training is completed by all new employees, students, and Trustee Directors during 2024-2025 and the remaining 11% of existing staff, students and Trustee Directors who did not complete the training in 2023.
2025 Update: During 2025-2026 94.5% of employees, students, and Trustee Directors enrolled in the course from 01 April 2025 have completed their training.

3.2 Ensure all concerns of Modern Slavery & Human Trafficking raised through anonymous channel by any member of staff or student are acted upon in a timely manner.
2025 Update: The Head of Quality and Assurance continues to ensure all concerns of Modern Slavery & Human Trafficking raised through anonymous channel by any member of staff or student are acted upon in a timely manner.

3.3 Respond to guidance and changes in legislation on Modern Slavery and Human Trafficking as they contribute to the UK Government Modern Slavery Registry by adding The Pirbright Institute's Modern Slavery & Human Trafficking Statement for 2025.
2025Update: Statement added to the UK Government Modern Slavery Registry in April 2025.

3.4 Ensure that that template contracts produced by Pirbright include the language already adopted for collaboration agreements with industry partners to oblige compliance with modern slavery legislation. For example: The Parties shall and shall procure that persons associated with them who are working on the Project comply with all applicable laws, statutes, regulations and sanctions, including those relating to modern slavery and anti-bribery and anti-corruption (including but not limited to the Modern Slavery Act 2015 and the Bribery Act 2010). The contract types to which this will be added include Studentship Agreements, Subcontracts or Service Provision agreements, Consultancy agreements, Framework Agreements, Licence Agreements, Visitors Agreements and Funding Agreements where we provide funding to others.
2025 Update: All template contracts produced by Pirbright continue to include the language already adopted for collaboration agreements with industry partners to oblige compliance with modern slavery legislation.

3.5 Terms and conditions for the provision of products, reagents, services, and training to include the clause already adopted for collaboration agreements with industry partners, noting that Pirbright can refuse to provide those services to organisations or individuals that the Institute discovers are not compliant with the legislation or equivalent applicable legislation where the agreement is not governed by UK law. The Pirbright Institute also reserves the right to immediately terminate any contract should it be found that the provider of products, reagents, services, and training is not compliant with the legislation. Furthermore, wording to this effect will be included on the relevant pages of the Institute's outward-facing website.
2025 Update: All Terms and conditions for the provision of products, reagents, services, and training continue to include the clause already adopted for collaboration agreements with industry partners, noting that Pirbright can refuse to provide those services to organisations or individuals that the Institute discovers are not compliant with the legislation or equivalent applicable legislation where the agreement is not governed by UK law.

3.6 Conduct an analysis of our top one hundred direct suppliers (forty-two completed in 2023) and all new suppliers. Using the process established during 2023 we will continue targeted spot checks across our supplier database, performing credit checks, checking delivery against contract and physical location checks to identify suppliers who are vulnerable and most at risk of employing forced labour or slavery. We will introduce metrics to measure our performance in this area.
2025 Update: We continue to request policies when we onboard new suppliers to our exacting standards and will introduce metrics to measure our performance in this area. Modern slavery policies are up to date on all suppliers on the database and loaded to Q-Pulse all new suppliers are requested to supply a policy or a reason as to why they do not have one.

4. THE PIRBRIGHT INSTITUTE MODERN SLAVERY & HUMAN TRAFFICKING PLAN 2026-2027

During 2026-2027 The Pirbright Institute will undertake the following activities, progress on which we will report in future years' Modern Slavery and Trafficking Statements:

4.1 Ensure that Modern Slavery and Human trafficking e-Learning training is completed by all new employees, students, and Trustee Directors during 2026-2027 and the remaining 5.5% of existing staff, students and Trustee Directors who did not complete the training in 2025.

4.2 Ensure all concerns of Modern Slavery & Human Trafficking raised through anonymous channel by any member of staff or student are acted upon in a timely manner.

4.3 Respond to guidance and changes in legislation on Modern Slavery and Human Trafficking.

4.4 Contribute to the UK Government Modern Slavery Registry by adding The Pirbright Institute's Modern Slavery & Human Trafficking Statement for 2026-2027.

4.5 Continue to ensure that template contracts produced by Pirbright include the language already adopted for collaboration agreements with industry partners to oblige compliance with modern slavery legislation (e.g.: The Parties shall, and shall procure that persons associated with them who are working on the Project, comply with all applicable laws, statutes, regulations and sanctions, including those relating to modern slavery and anti-bribery and anti-corruption (including but not limited to the Modern Slavery Act 2015 and the Bribery Act 2010).) The contract types to which this will be added include Studentship Agreements, Subcontracts or Service Provision agreements, Consultancy agreements, Framework Agreements, Licence Agreements, Visitors Agreements and Funding Agreements where we provide funding to others.

4.6 Terms and conditions for the provision of products, reagents, services, and training to include the clause already adopted for collaboration agreements with industry partners, noting that Pirbright can refuse to provide those services to organisations or individuals that the Institute discovers are not compliant with the legislation or equivalent applicable legislation where the agreement is not governed by UK law. The Pirbright Institute also reserves the right to immediately terminate any contract should it be found that the provider of products, reagents, services, and training is not compliant with the legislation. Furthermore, wording to this effect will be included on the relevant pages of the Institute's outward-facing website.

4.7 Conduct an analysis of all new direct suppliers. Using the process established during 2023 and performance metrics introduced in 2024, we will continue targeted spot checks across our supplier database, performing credit checks, checking delivery against contract and physical location checks to identify suppliers who are vulnerable and most at risk of employing forced labour or slavery.

5. EQUALITY & DIVERSITY

The Pirbright Institute is an equal opportunities employer. We work hard to create and maintain an inclusive environment so that everyone in our diverse organisation can contribute, participate, feel valued and respected to support a thriving innovation and research culture.

In the creation of this Policy, the following impacts were identified: **Characteristic**	**Positive impact or opportunity to benefit**	**Negative impact**	**No specific impacts identified at time of policy creation**	**Explain the impact and the actions taken to increase positive or reduce negative impact (or why action is not possible)**
Age			x	
Disability			x	
Gender reassignment (Trans identity)			x	
Marriage or civil partnership			x	
Pregnancy and parental leave			x	
Race			x	
Religion or belief			x	
Sexual orientation			x	
Sex			x	
Parent/ guardian/ carer responsibilities			x	

Approved by:

Signature 

Name **Professor Bryan Charleston FRS**

Role **Director & CEO**

Date **April 2026**