

Royal Mencap Society: Slavery and Human Trafficking Statement

1. Introduction

- 1.1 Slavery and human trafficking remains a hidden blight on a global society. We all have a responsibility to be alert to the risks, however small in our operational and business activity and in our wider supply chains. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implement proportionate yet effective, risk-based systems and controls to ensure modern slavery is not taking place within our organisation or our supply chains.
- 1.2 This statement applies to Royal Mencap Society (**RMS**) and its wholly owned subsidiaries (as detailed below) pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year 1 April 2025 to 31 March 2026.

2. Organisational Structure

- 2.1 RMS is a large learning disability charity and company limited by guarantee. We operate in England, Wales and Northern Ireland. RMS has a group structure where it operates as the parent company of the following wholly-owned subsidiaries:
- Mencap Limited
 - Mencap Trust Company Limited
- (together, the **RMS Group**).

The RMS Group has a turnover of approximately £247 million.

- 2.2 RMS promotes the equality and wellbeing of people with a learning disability. We do this through a range of activities across England, Wales and Northern Ireland. These activities include the provision of direct care and support services, education, advice and leisure services. In addition, we actively campaign with and on behalf of people with a learning disability, their families and carers as well as undertake fundraising initiatives to further support our ability to deliver on our charitable objectives.

Mencap Limited is the key trading arm of the RMS Group which (along with certain other revenue generating activities and relationships) is responsible for trading new and donated goods in our charity shops as well as online.

Mencap Trust Company Limited, a professional not-for-profit trust company, offers financial and trust management services to individuals and families impacted by learning disability.

3. Our Supply Chains

- 3.1 To ensure the effective and efficient provision of goods and services required for our operations, we strive to source from reputable and recognised organisations, carrying out suitability checks wherever practicable or necessary. Our supply chain largely reflects the needs of an organisation delivering social care and includes, for example, business support services and the supply of labour.
- 3.2 We are committed to ensuring that our supply chains remain free from any form of slavery or human trafficking. To support this commitment, we act with integrity and ethical responsibility in all our procurement activities and seek to work only with organisations that can demonstrate the same values and ethical standards.

4. Our Policies

- 4.1 We maintain a comprehensive and robust suite of policies that underpins our commitment to ethical conduct and the prevention of modern slavery, which include:
- Procurement policy
 - Anti-bribery, anti-fraud and anti-corruption policy
 - Whistleblowing policy
 - Safeguarding policies (covering both adults and children & young people)
 - Disciplinary policy
 - Belonging, Equity, Diversity and inclusion policy
 - Recruitment policy
 - Conflict of interest policy
- 4.2 We also maintain a Supplier Code of Conduct, which is used alongside our procurement procedures and vetting processes to ensure that our suppliers understand and uphold our organisational values. In addition, our Procurement policy explicitly embeds ethical procurement principles, reinforcing our commitment to responsible sourcing and holding suppliers accountable for meeting these standards.

5. Safeguarding, Campaigning and Social Policy

- 5.1 We recognise the increasing enforcement activity surrounding modern slavery legislation, and we are acutely aware that people with a learning disability can be particularly vulnerable to exploitation and abuse. We are committed to

using any insights or experience gained in relation to modern slavery to inform and strengthen our wider campaigning and social policy work.

- 5.2 We continue to raise awareness of modern slavery internally by embedding the topic within our safeguarding training and within relevant policies. We remain vigilant and will proactively raise any concerns with the appropriate external safeguarding agencies.

6. Due Diligence Processes

- 6.1 Conducting thorough due diligence across our procurement and purchasing activities remains a central element of our approach to risk mitigation.

As part of this process, we require assurance that suppliers understand their obligations under the Modern Slavery Act 2015, have identified any areas of potential risk within their operations or supply chains, and have implemented appropriate mitigation measures.

Wherever possible, we aim to build strong, long-term relationships with suppliers who share our organisational values and demonstrate a commitment to ethical and responsible business practices.

- 6.2 Within Procurement, we operate rigorous due diligence processes that require potential suppliers to demonstrate their commitment to ethical trading and to evidence how they understand and manage their own supply chains. As part of this process, suppliers are asked to sign and comply with our Supplier Code of Conduct.
- 6.3 We have systems and controls in place to:
- identify and assess potential risk areas in our supply chain
 - mitigate the risk of slavery and human trafficking occurring in our supply chain
 - support and protect whistleblowers
- 6.4 We operate a robust recruitment process to ensure that staff are not only competent and capable, but are also eligible to undertake work on our behalf.

Our procurement and use of agency staff is managed effectively and risks mitigated by our due diligence and contract management processes.

7. Training

- 7.1 To ensure a high level of understanding of the risks of modern slavery and human trafficking, we provide training across the organisation. This includes:
- mandatory training for procurement staff
 - contract and supplier relationship management training

- safeguarding training for all RMS employees which capture modern slavery risks as well as further targeted safeguarding training for operational service delivery teams

8. Accountability and Responsibility

- 8.1 Overall accountability for modern slavery compliance within RMS is held by the Executive Director of Governance & Quality, with oversight from the RMS Board of Trustees.
- 8.2 Operational responsibility is shared across Governance, Legal and Procurement teams with support from other directorates and functions where necessary.
- 8.3 The RMS Executive Directors and the RMS Board of Trustees receive periodic updates on modern slavery risks, controls and improvement activities.

9. Reporting

- 9.1 We encourage employees, suppliers and other relevant stakeholders to report concerns relating to modern slavery through our whistleblowing channels.
- 9.2 We are committed to:
 - investigating all concerns promptly and appropriately in line with our applicable policies and procedures
 - protecting whistleblowers from retaliation
 - taking appropriate corrective action where issues are identified
- 9.3 Where modern slavery is identified, we will work with relevant authorities and partners to ensure appropriate support is provided to affected individuals.

10. Understanding our Effectiveness and Future Priorities

- 10.1 We recognise the importance of assessing the effectiveness of our approach to preventing modern slavery. To support this, we do and will continue to:
 - undertake regular reviews of our purchasing and due diligence processes, including conducting risk assessments and on-going monitoring.
 - ensure that our HR and payroll systems are effective in identifying and reporting any potential breaches of applicable law.
 - maintain open and transparent communication within our supply chain to promote clear understanding of expectations, activities and compliance, guided by our Supplier Code of Conduct.
 - ensure relevant staff are appropriately trained to identify and respond to indicators of modern slavery and understand its potential impact on our activities and operations.

10.2 During the reporting period of this statement, we:

- reviewed our approach to modern slavery reporting in line with the UK Government's updated guidance published in March 2025 on transparency in supply chains
- engaged independent, third-party specialists to review and assess our modern slavery framework and related risk management practices as well as our contracts and supplier base
- reviewed our use of non-clinical care staffing agencies and implemented a vetted framework of approved providers
- introduced an enhanced procurement risk rating methodology to enable more targeted monitoring of higher-risk suppliers
- commenced a supplier rationalisation project to reduce overall risk exposure, enhance value and foster stronger relationships with a lean core group of suppliers
- reviewed and enhanced our Supplier Assessment Questionnaire for both onboarding and on-going monitoring
- strengthened visibility and governance over supplier engagement

10.3 Our future priorities in the upcoming financial year(s) are to:

- introduce systems and processes to improve visibility and control over supplier usage
- continue developing pre-vetted supplier frameworks through category reviews
- strengthen monitoring of higher-risk suppliers
- explore opportunities to increase supply chain transparency
- continue embedding modern slavery awareness across the RMS Group

This statement is made and published pursuant to s.54(1) of the Modern Slavery Act 2015 and constitutes RMS Group's anti-slavery and human trafficking statement for the financial year ending 31 March 2026.

This statement has been approved by the RMS Board of Trustees on 15 July 2026 and signed on behalf of the RMS Group by:



Lynne Peacock
Chair



Jon Sparkes
Chief Executive