

## Modern Slavery and Human Trafficking Statement

This statement sets out the steps that the Royal Academy of Arts (the RA) is taking to ensure modern slavery is not taking place in our business or supply chains and is made pursuant to Section 54 of the Modern Slavery Act 2015. This statement is applicable for the financial year which ended 31 August 2019.

### Introduction

We are committed to improving our practices to combat slavery and human trafficking and since publishing our previous statement (for the financial year ended 31 August 2018), we have developed our understanding of the actual risks to our organisation and the measures and standards required to protect us and our supply chains. We have also achieved the status as a London Living wage employer, requiring larger value contractors and suppliers to pay their staff the London living Wage.

### Our Structure

This statement applies to the following entities:

**The Royal Academy of Arts ('RA')** (company no. 6298947) – an independent charity led by eminent artists and architects to promote the understanding, appreciation and practice of art through exhibitions, learning and debate;

**R. A. Enterprises Ltd** (company no. 1666333) – a wholly-owned subsidiary of the RA that operates the RA's commercial trading activities, including the RA shop;

**Burlington House Ltd** (company no. 2216104) – a wholly-owned subsidiary of the RA that operates the development, improvement and construction works to Burlington House;

**RA (Arts) Ltd** (company no. 2836364) – a wholly-owned subsidiary of the RA that operates and delivers the hiring and commercial events programme for the RA;

**The Friends of the Royal Academy** (company no. 1291535) – a separate charity with its own trustees, it was incorporated as a company limited by guarantee in December 1976 to support the work of the Royal Academy;

**The Royal Academy Trust** (charity no. 1067270) - set up in 1981 to provide funds for the support of the Royal Academy, it is separately registered as a charity with its own trustees, who are men and women of distinction.

You can read more about our activities in our latest annual report:

<https://www.royalacademy.org.uk/about-the-ra>

### Our performance

Over the last two years we have identified key areas of activity that we have successfully implemented and will continue to develop. These include:

- Developing and implementing the RA's policy on Modern Slavery and Human Trafficking;
- Asking suppliers specific questions on modern slavery as part of relevant selection processes;
- Updating our Whistleblowing Policy to encourage staff to report concerns about modern slavery and child or forced labour;
- Updating our recruitment processes to include due diligence checks and information for new staff;

- Obtaining where appropriate contractual warranties that slavery is not taking place in the supplier’s business or in any element of its supply chain and that all necessary policies and procedures have been put in place to prevent such practices;
- Updating our agreements and terms and conditions relating to sponsorship, venue hire and corporate membership, to include requirements for these third parties to comply with the Modern Slavery Act 2015 and/or the RA’s policy on Modern Slavery and Human Trafficking.

**Our supply chains – Policies and process, and areas of high risk**

All suppliers contracting with the RA are expected to meet their obligations under the Modern Slavery Act and all relevant RA policies, including its procurement policy and procedures, and the specific RA Modern Slavery and Human trafficking Policy.

Our suppliers vary across the organisation, but we recognise that there are particular areas that pose a higher risk to us. We have identified these based on greatest risk and spend. These are:

<b>CATEGORY</b>	<b>SERVICE PROVIDED</b>
Building Works	Facilities Management and Building Contractors
Art Transport	Packing and transportation of Artwork.
IT	Computer Hardware (inc mobile phones).
Print	Printing Services.
Facilities Management Services.	Security, Cleaning (housekeeping) and Waste Services.
Catering Services	Catering services, food and drink.

*New Suppliers*

For the categories of suppliers identified as posing the highest risk to us (as set out above), we will carry out particular due diligence to understand what measures they are taking and what mitigation they have in place to prevent Modern Slavery before we enter into a contract with them. This will consist of detailed questions at procurement stage where relevant.

*Existing Suppliers*

For existing suppliers identified as posing the highest risk to us, we will carry out annual checks to understand their commitment and progress, and work with suppliers to ensure that they can commit to our standards and contractual obligations.

**Employees**

Our employees are selected and subjected to fair working practices and are treated with respect by the implementation of the recruitment policy. We also have a whistle blowing policy in place to protect staff that inform us of any undue practices.

**Compliance Team**

We have a compliance team in place, consisting of three representatives, from: our legal team; procurement team; and human resources team, to help assess and manage our suppliers at highest risk to us.

### **Training**

In 2019/20 we will focus on training staff, to improve understanding of modern slavery and human trafficking, and the effectiveness of our processes.

If you have any queries regarding this statement, please write to:

The Legal Department  
Royal Academy of Arts  
Burlington House  
Piccadilly  
London  
W1J 0BD

Approved by the Council of the Royal Academy of Arts on 4 February 2020

*Rebecca Salter, President – The Royal Academy of Arts*