

Culture&

Culture& Modern Slavery Statement

Culture& is a leading UK charity devoted to opening up the arts and heritage sectors to a more diverse workforce and audience.

Culture& contracts with a significant number of suppliers to facilitate its activities at its sites in London and Stoke-on-Trent.

Whilst Culture&'s business and supply chains are not especially susceptible to slavery and human trafficking, Culture& is committed to conducting its affairs and acquiring goods and services without causing harm to others.

In furtherance of this aim Culture& makes this statement (pursuant to Section 54 of the Modern Slavery Act 2015 (the "Act") to set out the steps that it has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its own operations or its supply chain:

1. Culture& often procures goods and services through framework agreements and continues to review its requirements for suppliers in respect of ethical standards (such as the Base Code of the Ethical Trading Initiative) when engaging with international supply chains and where Culture& identifies audit supply chains which represent a medium to high risk of modern slavery, human trafficking, forced and bonded labour, and labour rights violations (for example in relation to product manufacture).

2. Culture& and its trading company have introduced clauses into their standard contracts requiring suppliers and other contractors to ensure that modern slavery, human trafficking, forced and bonded labour, and labour rights violations do not occur in their supply chain. The Museum has also, where appropriate, secured the ability to terminate such contracts immediately if such a breach of clauses arises.

3. Culture& continues to consider how best to conduct its due diligence on key suppliers to ensure that they are observing acceptable ethical standards in relation to modern slavery and human trafficking. This includes undertaking enquiries before procuring services from a supplier and, on a case-by-case basis, considering further enquiries to make of prospective suppliers. Culture& continues to consider how best to ensure suppliers are compliant with the Act and to give assurances that they enforce acceptable ethical standards both within their own business and within their supply chains.

4. If Culture& discovers that suppliers (or potential suppliers) are, or have been, involved in modern slavery Culture&'s policy is to do one or more of the following:

- report any unlawful behaviour to the relevant authorities;
- take reasonable steps to encourage the supplier to remedy any unlawful or unethical behaviour;
- take reasonable steps to require the supplier to provide further assurances that all unlawful or unethical behaviour has ceased and will not recur;
- where possible, refrain from placing any future business to those suppliers; and
- where appropriate, terminate such relationships with such suppliers.

5. Culture& operates a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

6. Culture& has notified relevant staff of the law in this sector and on the consequences of modern slavery, human trafficking, forced and bonded labour, and labour rights violations. SMG will be looking at offering training opportunities for the relevant staff in the next Financial Year in relation to issues of law in this sector and improving its practices and procedures.