

Modern Slavery Transparency Statement

This statement sets out the steps that the British Museum ('the BM') has taken during the financial year ending 31 March 2020 to ensure, as far as possible, that modern slavery¹ is not taking place within its business or its supply chains.

The BM's success depends on the trust and confidence of all those with whom the BM and its subsidiaries come into contact. That trust and confidence depends on the BM's reputation for acting ethically, with integrity, and to the highest professional standards. The BM is aware of the risk that modern slavery is taking place within its business or supply chains, and will continue to improve its policies, standards and procedures in order to counter this risk.

Group structure and business

The BM's group structure and business is set out in the [annual report and accounts](#). Although as a global museum the BM has relationships with stakeholders across the world, its operations are based in the UK.

Given the nature of the BM's business, a large proportion of its expenditure is on staff costs (37% in 2019/20). Of the BM's non-staff expenditure, the great majority is located within the UK (95% in 2019/20).

Policies, standards and procedures

All BM representatives are expected to operate in accordance with the [Standards of Conduct policy](#), supported by a [whistleblowing policy](#) and procedure and a [policy](#) for safeguarding children and vulnerable adults.

The BM has policies and procedures in place to ensure compliance with UK employment law, and is subject to periodic internal audit reviews. The British Museum Consultative Committee (BMCC) provides a regular opportunity for management and union representatives to discuss issues raised by staff, and an Employee Assistance Programme is in place. Members of staff are encouraged to pass on feedback via a biennial Employee Opinion Survey and an anonymous feedback tool. The survey produces a regular action plan for improvements which feed in to the BM's Operating Plan.

The BM's purchasing procedures require the procurement of all goods, services and works to be based on value for money having due regard to propriety and regularity, and to environmental sustainability and other ethical considerations. The BM's standard terms and conditions for the purchase of goods and services, and template contracts, require suppliers to comply with the Modern Slavery Act 2015 ('the Act'), and allow termination in the event of conviction under the Act.

The BM makes use of framework agreements led by bodies (such as the Crown Commercial Service and the London Universities Purchasing Consortium) that require suppliers to respect ethical standards (such as the Base Code of the Ethical Trading Initiative) when engaging with international supply chains, and which identify and audit supply chains which represent a medium- to high-risk of modern slavery, human trafficking, forced and bonded labour, and labour rights violations. These routes to market have enabled significant investments in IT infrastructure to be made in the year using supply chains supervised, from mining to manufacture, by [Electronics Watch](#), who are a sector-specific independent monitoring body.

Risk assessment

The BM has on-going relationships with stakeholders across the globe. High risk areas are subject to scrutiny by the Board of Trustees and the Audit Committee, supported by Internal

¹ 'Modern slavery' is defined by the Modern Slavery Act 2015 ('the Act') as a term encapsulating the offences of slavery, servitude and forced or compulsory labour, and human trafficking. It is used with this definition throughout the statement, which supports compliance with section 54 of the Act.

Audit. During 2017/18 a supply chain risk assessment was conducted on areas identified, by nature, as of specific potential risk with regard to the Act, namely the BM's merchandise and personnel suppliers, and those located overseas. The assessment indicated the BM's suppliers in these three areas to be of low risk with regard to the Act. Notwithstanding this, written confirmation of their compliance with the Act is requested, and received, from all personnel suppliers with whom the BM has an ongoing relationship.

This statement was approved by the BM's Directorate Group and the Chair of the Board of Trustees, and signed on their behalf by

A handwritten signature in black ink, appearing to read 'Richard Lambert', written in a cursive style.

Sir Richard Lambert
Chair of the Board of Trustees
September 2020