

Modern Slavery Statement

We are committed to ensuring there is transparency in our approach to tackling modern slavery, consistent with the disclosure obligations under the Modern Slavery Act 2015 (Act). Our policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships.

Our Organisation

LifeArc is a medical research charity registered in England and Wales. For over 25 years we have been helping scientists and organisations turn their research into treatments and diagnostics for patients.

LifeArc is pioneering new ways to turn great science into greater patient impact. We bring together a network of partners to tackle specific diseases and directly fund academic and early stage research.

With 182 employees, the charity has dedicated laboratories in Stevenage where around 90 scientists work on antibody and small molecule projects, while our Edinburgh lab progresses diagnostics development.

Our activities are overseen by the Board of Trustees who have the fundamental responsibility for all that we do. LifeArc's day to day management resides in our Management Team which reports directly to the Board of Trustees.

Our Supply Chains

To carry out our activities efficiently, we use suppliers to support the operations of our organisation. The main areas in which we engage suppliers are:

- Facilities management;
- Information technology;
- Finance; and
- Professional services.

Our Policies on Anti-slavery and Human Trafficking

During the year, we implemented a policy on modern slavery and human trafficking. In addition, we have a number of policies and processes that contribute to ensuring modern slavery does not occur in our organisation or supply chains:

- Whistleblowing Policy – enables employees to raise concerns and disclose information internally and at a high level which the individual believes shows malpractice or impropriety.
- Equal Opportunities Policy – embodies our commitment to establishing a diverse workforce and create equal opportunity for all.
- Anti-bribery and Corruption Policy – requires employees to prevent, detect and report bribery and corruption, ensuring LifeArc conducts its business in an honest

and ethical manner. During the year, we implemented a mandatory e-learning module on anti-bribery and corruption for all employees.

- Health and Safety Policy – ensures as far as reasonably practicable, the health, safety and welfare of employees and others that may be affected by our activities. LifeArc also complies with the Working Time Regulations (1998).
- Procurement Policy – includes factors to be considered when selecting our suppliers such as compliance with laws. During the year, we amended our Procurement Policy to expressly include modern slavery and human trafficking considerations in procurement decisions. In addition, new and renewed supply contracts are now expressly obliged to comply with the Act.
- Human Resources – we conduct recruitment checks on our staff to ensure they have the right to work in the UK and pay at least the National Living Wage to all employees. Market-related pay and rewards are reviewed annually. A number of wellbeing initiatives support employee physical and mental health.
- Contract authorisation process – ensures appropriate due diligence is completed on a counter-party before a significant contract is signed.
- Agreements – template agreements require counterparties to comply with the law (including in relation to modern slavery and human trafficking).

Training

During the year, training was provided to key individuals within teams who have responsibility for procurement and human resources. This training will be repeated annually.

Looking ahead

We will continue to raise awareness of modern slavery and will extend training in the coming year to team leaders across the organisation. We will continue to review our key policies and procedures on an annual basis. We will also be introducing an external whistleblowing hotline to enable employees to raise concerns (for example, how suppliers, clients, management or employees behave) confidentially.

Approval for this Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2018. It has been approved by the Board of Trustees.



Dr John Stageman OBE, Chairman
28 June 2018