**The Institute of Cancer Research (ICR)**

**Modern slavery statement for financial year 2024/2025**

**Introduction**

This statement is made pursuant to the requirements of Section 54 Part 6 of the Modern Slavery Act 2015 and sets out the steps that ICR has taken and will continue to take/plans to take to identify, prevent and mitigate the risks associated with modern slavery in our business.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. ICR is committed to acting ethically with integrity and transparency in all business dealings and continues to put effective systems and controls in place to safeguard against any form of modern slavery taking place within our procurement, contract management and supply chain management operations.

**Our Institution**

The Institute of Cancer Research, London, is one of the world’s most influential cancer research institutes, with a mission to make the discoveries that defeat cancer. We are also a College of the University of London and an exempt charity. Our vision is a world where people can live their lives free of cancer as a life-threatening disease.

The ICR is a company limited by guarantee, incorporated in 1954. It is also a college of the University of London and adheres to regulations set by the Office for Students. The overall governing body is its [Board of Trustees](http://www.icr.ac.uk/about-us/how-we-are-structured/board-of-trustees) who are responsible for ensuring it pursues its charitable objects, complies with its constitution and relevant legislation and regulations, applies its resources exclusively to its objects, and enacts cancer research of the highest international standard. The Trustees carry the responsibility of company directors of the ICR.

The Chief Executive and President of the ICR is responsible to the Board of Trustees for the overall direction of the organisation’s management, research and academic activities, the effective prosecution of its work and for recommending the allocation of resources.

The CEO is assisted in his work by the Executive Board, which is responsible for formulating strategies, plans and budgets for approval by the Board of Trustees.

**Our Spend Categories**

The ICR’s workforce comprises of highly educated professional occupations and does not directly employ the categories of staff which are generally seen to be vulnerable to modern slavery in this country (unskilled domestic, agricultural and factory workers). Therefore, the focus is to ensure safeguards in our relationships with contractors and suppliers.

ICR’s supply chains mainly fall under four categories, which are:

* Laboratory Consumables and Equipment
* Professional Services
* ICT Equipment and Services
* Estates Goods and Services

The main categories that we believe carry higher risks are office supplies, laboratory consumables and equipment, ICT equipment and some estates services, such as cleaning and security services. ICR continues to work on categorisation and identifying risk involved with its categories. Most of our contracts in these risk areas are sourced through the London Universities Purchasing Consortium (LUPC), and the consortium has focused resources on these areas.

**Our Due Diligence**

The ICR has identified the main categories of goods and services that present higher risk of human rights abuses. We will continue to advance our knowledge and understanding of these risks in collaboration with the LUPC and other organisations continue to progressively find and implement strategies to address such risks. In some cases, such as cleaning, catering and security services, we continue to work in collaboration with our suppliers and consortium to protect workers from human rights abuses.

For all competitively tendered contracts exceeding £50,000, suppliers are required to complete a due diligence questionnaire. This questionnaire requires suppliers to confirm that they are compliant with the Modern Slavery Act and allows for potential rejection on the grounds of convictions under the Modern Slavery Act.

For suppliers in higher-risk categories the LUPC asks suppliers to commit to the [Base Code](https://www.ethicaltrade.org/eti-base-code) of the [Ethical Trading Initiative](http://www.ethicaltrade.org/) (ETI), which ICR fully supports and is founded on the conventions of the International Labour Organisation (ILO) as well as being an internationally recognised code of labour practice, requiring that:

* Employment is freely chosen;
* Freedom of association and the right to collective bargaining are respected;
* Working conditions are safe and hygienic;
* Child labour shall not be used;
* National Living wages are paid;
* Working hours are not excessive;
* No discrimination is practised;
* Regular employment is provided; and
* No harsh or inhumane treatment is allowed.

The ICR is affiliated to [Electronics Watch](http://email.adi.do/t/r-l-jytrdke-hihrtyehr-y/), the independent monitoring organisation that aims to improve workers' conditions in global electronics supply chains. This affiliation and continuous collaboration with LUPC and other consortia has increased upstream supply chain transparency and has allowed us to become more aware of the supply chains beyond finished products.

The ICR is ISO 14001 accredited.

**Our Policies**

ICR is committed to acquiring goods and services ethically without causing any harm to others.

We also operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Modern slavery – Our modern slavery statement sets out the organisation’s stance on modern slavery and our continuous work to develop in this area.
2. Recruitment policy – we operate 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.
3. Whistleblowing policy – we operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Procurement policy – This policy sets out procedures to deliver value for money and meet our legislative requirements, e.g. modern slavery, bribery act.
5. Supply chain code of conduct – this code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

As a member of the LUPC, we share common consortium values when it comes to responsible procurement.

 **Our Suppliers Engagements**

ICR’s procurement follows one of two paths:

1. A collaborative route, through purchasing consortia; or
2. Our in-house tendering and contracting process.

ICR actively engages with the LUPC and Higher Education Procurement Association (HEPA) to support the inclusion of ethical sustainability, including addressing slavery and human trafficking, in their procurement programmes.

Our in-house tendering and contracting processes include some prequalification clauses which address the National Living Wage, and all our soft service contracts now include this requirement.

Our modern slavery statement is embedded in our Selection Questionnaire (SQ) as part of stage 1 of our tendering process where suppliers are evaluated for compliance.

We are continuously reviewing how we assess the risks and monitor progress with mitigation

**Our Training**

We regularly conduct training for our procurement team. All ICR’s procurement professionals have taken and passed the HEPA sustainability and the supplier due diligence & risk management modules. Most of our Facilities Services staff successfully completed an Environmental Sustainability Skills for the Workforce course which covered the modern slavery act. We continue to engage with our HR and Communications team, consortia, and external stakeholders in a drive to engage and create more awareness around modern slavery.

We continue to provide and promote the HEPA modern slavery eLearning module. The module looks at the human rights issues faced in the supply chain; the module has been placed on ICR’s intranet for wider use. All procurement staff have completed the module.

 **Plans for the future**

This year has seen the development of a new Responsible Procurement Hub (launching end 2024), this will be LUPC’s portal for supporting progress in Responsible Procurement for both suppliers and members. Phase 1 will capture suppliers’ Responsible Procurement status, from SQ (Standard Selection Questionnaire) through to the expiration of a Framework Agreement, through a variety of due diligence activities.

ICR will continue its commitment to the Modern Slavery Act 2015 by raising awareness and providing training across the institute’s departments and to all staff.

We will complete our review of our Responsible Procurement Strategy, Policy and Code in November 2024.

To continue our commitment to better understand our supply chains and working towards greater transparency and responsibility towards people working on them. For our existing contracts, we will continue to identify specific supply chains that we feel represent a medium to high risk of modern slavery, human trafficking, forced and bonded labour, and labour rights violations. We will continue to monitor and work with our suppliers to encourage more of them to commit to managing the risks to human rights in their supply chains.

We will continue to identify actions in partnership with our purchasing consortium LUPC and look at collaboration with other groups in our continuous effort to mitigate modern slavery risk and improve best practice. We will continue to work closely with LUPC and draw on their knowledge and resources to support ICR work.

**Approval for this statement**

This statement was approved and published by the ICR Board of Trustees and will continue to be reviewed at least once annually.

Professor Kristian Helin

Chief Executive and President

The Institute of Cancer Research



Signature:

Date: 16 July 2025