

Diamond Light Source Ltd Anti-slavery and Human Trafficking Statement (2018)

Diamond Light Source Ltd (“Diamond”) is a joint venture company funded by the UK Government via the Science and Technology Facilities Council as part of UKRI and by the Wellcome Trust.

Diamond operates from Diamond House, Harwell Science and Innovation Campus, Didcot, Oxfordshire, United Kingdom and employs over 600 scientists, engineers, technicians and support staff. Diamond is the UK’s national synchrotron facility and by accelerating electrons to near light speed, it generates brilliant beams of light that are used by thousands of researchers to conduct research in a wide range of disciplines.

Diamond is comprised of the following divisions: CEO, Science, Technical, Finance and Corporate Services. Our procurement function is within the Finance and Corporate Services Division and our supply chains involve/include Diamond Employees, seconded workers, volunteers, interns, agents, contractors (specifically including suppliers and casual and agency staff), external consultants, third-party representatives and business partners.

Our compliance team consists of representatives from our Commercial, Procurement and HR departments. Our financial year end is 31 March each year and this statement covers the period from 1 April 2017 to 31 March 2018.

Diamond has a zero tolerance to slavery and human trafficking and we are committed to improving our practices to combat slavery and human trafficking.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risk, we have undertaken the following steps to combat slavery and human trafficking:

- We introduced a Contract Due Diligence Policy confirming that Diamond is committed to ensuring that it adheres to the strictest financial, legal and ethical behaviours and standards and expects the same of those contracting with Diamond. The policy was introduced to ensure that appropriate due diligence is carried out on the collaborators and suppliers that Diamond contracts with and to ensure that such contracts are with individuals and organisations that are reputable and are able to comply with the standards expected by Diamond, including in relation to slavery and human trafficking.
- We introduced Contract Due Diligence Guidelines and a Contract Due Diligence Questionnaire to assist Diamond employees ensure that appropriate due diligence is carried out on the collaborators and suppliers that Diamond contracts with, and to ensure that such contracts are with parties that are reputable and are able to comply with the standards expected by Diamond, including in relation to slavery and human trafficking.
- We have updated our processes so that we send out Diamond’s Contract Due Diligence questionnaire with all tenders and to all new suppliers, together with Diamond’s Anti-slavery and Human Trafficking Policy.
- We have joined the London Universities Purchasing Consortium (LUPC). The LUPC has done a great deal of work to ensure, for example, traceability of material and transparency of manufacturing processes and it provides Diamond with relevant

alerts to help us minimise our risk. This is very useful to Diamond, particularly in the electronics sector where there is a greater risk of slavery and human trafficking.

During the course of 2018/2019, we intend to consolidate the work that we have done on slavery and human trafficking, increase awareness of the risk that it poses and roll out the training that is being developed internally.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by Diamond's Board of Directors on 20 March 2019.



Andrew Harrison
Chief Executive Officer

Date: 20 March 2019