



## **OUR SUPPLY CHAIN**

In order to run our organisation effectively we engage a number of external suppliers that are predominately UK based. The goods, works and services they provide include hosting services for our IT systems and data, software licencing and support, office maintenance and cleaning, providers of agency staff, and legal services among many others.

We recognise our supply chain as our biggest risk for exposure to modern slavery, particularly where suppliers may use low-paid or casual workers.

- **Pay and reward**

The RCN recognises the GMB union and the NUJ for negotiation and consultation on pay and terms and conditions of employment. We are a member of the Living Wage Foundation and are committed to paying the 'real' living wage to all employees, including apprentices.

- **Recruitment agencies**

We use only specified, reputable employment agencies to source labour primarily through our preferred supplier list, established through a formal tender process including a pre-qualifying questionnaire to ensure the agencies are committed to working in line with our values. We always verify the practices of any new agency we use before accepting workers from that agency.

- **Safeguarding**

We have developed guidance for employees and others working on behalf of the RCN Group to recognise and report safeguarding concerns and will be introducing training to support our people to recognise and respond to safeguarding concerns.

- **RCN Modern Slavery pocket guide**

We have produced a guide to help nurses and midwives identify victims of slavery and help people find the assistance and support they need.

## **DUE DILIGENCE PROCESSES**

We aim to buy our services through well-established companies and organisations. We have in place procurement processes and templates that prompt us to consider modern slavery at different points during the processes. Our standard contract terms and conditions include modern slavery requirements. We monitor key suppliers as part of contract management to ensure they comply with our contractual requirements, particularly those contracts where we believe there may be greater risk of modern slavery or human trafficking offences occurring.

We have reviewed our supply chain to ensure that companies with a turnover of over £36m have modern slavery statements in place. In 2020, 90% of the RCN's total supplier spend was made to 7% of our total supplier base. We have reviewed the published Modern Slavery Policies for these suppliers (100 in total). Of the top 100 suppliers, 60 have published modern slavery statements. If no policy is publicly available, we are in the process of contacting the remaining suppliers to seek assurance that they comply with the Modern Slavery Act 2015. We believe that the majority of the 40 remaining suppliers have a turnover below the £36m threshold set in the Modern Slavery Act 2015 and so are not required to publish a modern slavery statement.

