

## **Modern Slavery Transparency Statement**

### **About English Heritage**

English Heritage cares for over 400 iconic monuments, buildings and places. Through these, we bring the story of England to life for millions of visitors each year.

### **Stance on modern slavery**

At English Heritage we have a zero tolerance policy for any form of modern slavery and coerced labour of human trafficking, both within our own business and within our supply chain. This policy has been endorsed by the Chief Executive and the Senior Management Team, and communicated to our people and suppliers.

### **Our people**

Our recruitment and human resources policies and processes comply with legislation and embrace best practice, including checks on the right of employees, agency workers, contractors and volunteers to work within the UK. We believe that these policies and processes would identify trafficked or coerced individuals directly employed or engaged by us.

Our employment, volunteering, and whistleblowing procedures encourage our people (anonymously, if preferred) to report any welfare concerns with anyone in the English Heritage workforce. Our safeguarding procedures also support our site-based employees and volunteers, as well as our education and youth participation teams in identifying and reporting potential signs of abuse, neglect or child exploitation in any of our stakeholder groups.

Our workforce is supported, nationally, by the Human Resources and Volunteering team, who readily give advice on any of the above, and all of our people, in addition, have access to confidential advice and counselling via our employee and volunteer assistance programme, should they wish to seek confidential advice or have any concerns about human trafficking affecting them, their families or their friends.

### **Supply chain**

We wholeheartedly support sustainable and ethical procurement and, as an organisation in receipt of public money, we abide by the Public Contracts Regulations and its principles of best value and transparency. We have more than 3,000 suppliers that support our work.

All English Heritage suppliers, appointed or re-appointed from 1 March 2017, have been required to declare that they, and any subcontractors, are compliant with the Modern Slavery Act 2015. All have done so.

We recognise that a significant proportion of our procurement is in the construction, textile and food & beverage markets, where poor employment practices can be more common. As such, all suppliers supporting our work in these areas have contracts in place which specify English Heritage's ethical and environmentally sustainable manufacturing and sourcing

standards that the supplier is required to meet. In addition, and for suppliers in this area of our business, we have a risk-based and rotational programme of detailed audits and site visits in place.

**Communication of stance and operating practices**

We have communicated this approach to our people via our normal internal communications avenues, and our people have been reminded of the routes that they may use to report any concerns.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes English Heritage's Modern Slavery and Human Trafficking Statement for the financial year ending 31 March 2021.

A handwritten signature in black ink, appearing to read 'Mark Stuart-Smith', with a long horizontal flourish extending to the right.

**Mark Stuart-Smith**  
**Chief Financial Officer**  
**English Heritage**

(The English Heritage Trust is a charity, no. 1140351, and a company, no. 07447221, registered in England.)