



Modern Slavery Statement

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1. Our commitment

The Natural Sciences Museum, Sheffield (“NSM”) is committed to acting ethically, transparently and with integrity in all of its activities. We do not tolerate modern slavery, servitude, forced or compulsory labour, or human trafficking in any part of our organisation, in any subsidiary undertaking, or in our supply chains.

This statement sets out NSM’s approach to preventing modern slavery and labour exploitation in our operations and supply chains. It is intended to reflect the principles of section 54 of the Modern Slavery Act 2015 and current UK guidance on transparency in supply chains. Modern slavery in this context includes slavery, servitude, forced or compulsory labour and human trafficking.

2. About NSM

NSM is an independent charitable incorporated organisation based in Sheffield. Its work includes collections care and management, research support, public engagement, exhibitions, learning activity, visitor services, digital activity, procurement of goods and services, and, where relevant, work undertaken through subsidiaries or controlled entities.

Our supply chains may include, among other things:

- building, maintenance and facilities services;
- exhibition design, fabrication and installation;
- collections storage, packing and transport;

- cleaning, security and event support;
- IT, software, digital and cloud services;
- professional advisers and consultants;
- office supplies, equipment and consumables;
- publishing, printing and merchandising; and
- recruitment, temporary staffing and specialist contractors.

3. Governance

Responsibility for this statement and for NSM's overall approach to modern slavery sits with the Board of Trustees. Day-to-day responsibility for implementation sits with the Director, who may delegate operational responsibility to appropriate senior staff.

Heads of Department are responsible for ensuring that procurement, contract management, recruitment and day-to-day operations in their areas are carried out in a way that supports this statement.

Where NSM has a subsidiary or controlled entity, that entity will be expected to operate to equivalent standards, and group oversight will include modern slavery risk where relevant. Current Home Office guidance also notes that, for the section 54 turnover test, turnover includes subsidiaries.

4. Our policies and related controls

NSM's approach to preventing modern slavery is supported by its wider governance framework, including:

- Procurement Policy;
- Code of Ethics;
- Counter Fraud Policy;
- Gifts and Hospitality Policy;
- Data Protection Policy;
- Intellectual Property Policy;
- Governance Principles and Procedures; and
- any whistleblowing, safeguarding, recruitment or contractor-management procedures adopted by NSM.

Together, these controls are intended to support lawful procurement, ethical conduct, reporting of concerns, appropriate due diligence, responsible use of resources, and proper oversight of suppliers and staff.

5. Risk areas

NSM recognises that modern slavery risks can arise both in direct employment and in supply chains. While NSM is not a high-volume manufacturer and does not operate in sectors traditionally associated with the highest prevalence of forced labour, we recognise that risk can still arise in areas such as contracted cleaning, security, construction, logistics, catering, temporary labour, outsourced services, imported goods, merchandise, facilities management and certain technology supply chains.

The Home Office's updated guidance emphasises that no sector is immune and that organisations should assess actual and potential risk in both their own operations and supply chains, then build their statements around organisational structure, policies, risk assessment, due diligence, training and monitoring.

6. Due diligence and procurement

NSM seeks to take a proportionate, risk-based approach to due diligence. Depending on the value, nature and risk of a procurement, this may include:

- checking supplier identity and legitimacy;
- using written contracts and purchase terms;
- asking suppliers to confirm compliance with employment, labour and anti-slavery law;
- considering whether suppliers have their own modern slavery statement or equivalent policy;
- identifying higher-risk sectors, geographies or labour models;
- using approved or framework suppliers where appropriate;
- escalating concerns where the supply arrangement appears unusually opaque or high-risk; and
- keeping records of significant procurement decisions and exceptions.

Where it is proportionate to do so, NSM may include contractual provisions requiring suppliers and contractors to:

- comply with applicable anti-slavery and employment law;
- notify NSM of actual or suspected modern slavery risks relevant to the contract;

- flow equivalent expectations to subcontractors where appropriate; and
- cooperate with reasonable requests for information about labour practices.

7. Recruitment and employment

NSM seeks to reduce the risk of labour exploitation within its own operations by:

- using lawful recruitment processes;
- checking right to work where required by law;
- ensuring staff and workers are engaged on clear terms;
- paying staff through normal payroll arrangements;
- not knowingly using forced, bonded or trafficked labour;
- expecting employment agencies and labour providers to act lawfully and ethically; and
- providing channels through which concerns can be raised.

8. Reporting concerns

NSM encourages staff, volunteers, contractors and others working with or for the museum to report concerns about suspected modern slavery, labour exploitation or unethical labour practices.

Concerns should be raised promptly through the appropriate internal route, normally:

Staff / volunteer / contractor → Head of Department → Director → Chair of Trustees

Where the concern involves someone in that chain, it should be raised to the next appropriate level.

If there is reason to believe that a person may be in immediate danger, the matter should be reported urgently to the emergency services. Home Office guidance also signposts reporting routes such as the police, the Gangmasters and Labour Abuse Authority, the National Referral Mechanism, and the Modern Slavery Helpline where modern slavery is suspected.

9. Training and awareness

NSM will seek to ensure that relevant staff understand:

- what modern slavery and labour exploitation can look like;
- which parts of NSM's work may present higher risk;
- how to escalate concerns; and
- how procurement, contract management and recruitment controls support prevention.

Training and awareness will be proportionate to role and risk. Relevant staff may include those involved in procurement, finance, facilities, exhibitions, events, contractor oversight, recruitment, subsidiaries, and senior management.

10. Monitoring and effectiveness

NSM will review the effectiveness of its approach over time. This may include reviewing:

- higher-risk suppliers or contract categories;
- incidents, reports or concerns raised;
- relevant contractual controls;
- procurement and recruitment practice;
- staff awareness; and
- lessons learned from audits, incidents or supplier issues.

Home Office guidance recommends that statements explain not just policies and due diligence, but also how organisations monitor and evaluate effectiveness and improve over time.

11. Continuous improvement

NSM recognises that tackling modern slavery is an ongoing process. We will seek to improve our approach over time, including by:

- reviewing modern slavery risk periodically;
- refining procurement and supplier checks where appropriate;
- strengthening contractual expectations in higher-risk areas;
- improving staff awareness; and
- updating this statement annually.

The Home Office's current guidance expects statements to improve year by year and notes that even where an organisation is only beginning its work, transparency about steps taken is important.

12. Approval

This statement was approved by the Board of Trustees of the Natural Sciences Museum, Sheffield on 01/04/2028.