



**UK Research  
and Innovation**

## Modern Slavery Statement 2024-2025

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### Overview of UKRI

UK Research and Innovation (UKRI) both funds and conducts research and innovation. It is a non-departmental public body sponsored by the Department for Science, Innovation and Technology (DSIT) which invests in research and innovation to enrich lives, drive economic growth, create jobs and drive high-quality public services across the UK.

UKRI's operations are primarily based in UK offices, scientific units, institutes, and facilities. UKRI also funds a variety of international institutions which include universities, businesses, and other research organisations.

UKRI is committed to eradicating modern slavery and human trafficking in all its forms, within its own operations, businesses, supply chain and the organisations it funds. UKRI reports through this statement, demonstrating a commitment to ethical practices, transparency, accountability, and encouraging a broader culture of responsibility. In its ongoing efforts to actively address modern

slavery risks, UKRI signals it will not tolerate modern slavery in any form, or in any arena, or in any organisational function.

## Policies in relation to UKRI and modern slavery

UKRI has a suite of policies to mitigate the risk of modern slavery occurring in its operations or supply chain and to encourage effective reporting.

This includes, but not exclusively, UKRI's Code of Conduct, Managing Conduct and Performance Policy, and the Equality, Diversity & Inclusion Policy aimed at UKRI employees, and the UKRI Safeguarding Policy which outlines how UKRI aims to make every reasonable endeavour to protect vulnerable groups and/or individuals from harm, whilst promoting their positive welfare

UKRI's standard supplier and grant 'Terms and Conditions' include provisions on the prevention of modern slavery. These terms and conditions are a non-negotiable clause in any contract. Those who work for and with UKRI, are encouraged to speak up and report concerns of modern slavery through UKRI's Complaints or Whistleblowing Processes located on the [UKRI website](#).

As part of ongoing improvement work in early 2025, the commencement of the Raising Concerns Project, seeks to make it easier for individuals to raise concerns to UKRI. It will also make the triage and processing of any concerns more robust, consistent and enable effective outcomes for all those involved in the process through a "front door" approach for reporting.

## Due diligence processes

The primary modern slavery risk areas for UKRI are in the supply chain, employees and recruitment, and in the organisations it funds. These areas are included throughout the due diligence processes by inclusion in, and the application of, policies and processes, regular audits, risk registers, monitoring and reviewing by relevant functional departments and subject experts. If any remedial action is required, this is reported and progressed by the relevant function.

## Supply Chain

UKRI undertakes robust due diligence on organisations in its supply chain. Many of UKRI's services are procured through UK Shared Business Services (UK SBS), which is classed as a public body. UK SBS produces its own Modern Slavery Statement.

UKRI procure goods and services in line with the legal framework which governs public procurement and use the public sector framework agreements to contract with suppliers, such as the Crown Commercial Services framework, in compliance with Action Note Procurement Policy Note (PPN009).

In 2024, UKRI published its Responsible Procurement Charter which sets out how UKRI ensures the goods, services and work it procures are responsibly sourced. Where a contract or supplier is deemed to be an elevated risk of modern slavery, UKRI require suppliers to complete the Cabinet Office's Modern Slavery Assessment Tool, as an additional monitoring mechanism.

## Employees and recruitment

UKRI has an established process for recruiting employees, which includes pre-employment checks, such as a “right-to-work” in the UK checks and security screening. Similar processes are in place for contractors, and UKRI works with several trusted agencies and recruiters, such as those included in Government frameworks who have been vetted and approved by Crown Commercial Services.

Some of UKRI’s senior leaders are recruited through DSIT Public Appointments process. DSIT contribute to the UK government-wide Modern Slavery Statement.

## Funding

UKRI funds organisations which take part in higher-risk area identified with PPN009, tackling Modern Slavery in Government supply chains, such as mining, manufacture, agriculture, construction and electronics.

UKRI maintains a programme of funding assurance to ensure the institutions it funds are complying with its “Terms and Conditions.” UKRI, on a sample basis, monitors funded organisations in receipt of competitively awarded funds, to observe the publication of a Modern Slavery Statement if required to do so.

## Risk assessment and management.

UKRI’s risk management processes for modern slavery comply with government guidance on good practice, as set out in the Orange Book. Local areas manage individual modern slavery risks, and assess the effectiveness of controls, supported by a central Governance Team according to the three line of defence model.

UKRI’s senior committees, including the Board, Executive Committee and the Audit and Risk Assurance Committee have oversight of UKRI’s key modern slavery risks and set UKRI’s risk appetite during the year. UKRI’s Integrated Governance Risk and Assurance Framework (IGRAF) process assesses the level of assurance of UKRI’s modern slavery risk.

## Training on modern slavery and human trafficking

UKRI’s modern slavery training module is mandatory for all employees on joining UKRI and completion rates are monitored.

UKRI also provides optional additional e-learning based training and has piloted targeted training for those exposed to a greater risk of modern slavery impacting in their roles, such as those working in procurement.

## Key performance indicators

Alongside UKRI’s risk management, complaints and whistleblowing escalation processes, the Modern Slavery Working Group (MSWG) supports UKRI in developing and monitoring performance indicators for modern slavery. This includes metrics on the number of modern slavery concerns or complaints received, of which there were none in 2024-25.

## Progress update

During 2024- 25, UKRI:

- continued to promote modern slavery e-Learning training
- monitored recruitment and commercial activity for modern slavery indicators
- published the UKRI Responsible Procurement Charter in May 2024
- established a modern slavery working group to bring together expertise from across the organisation and to monitor risks and controls, agreeing Terms of Reference for the group
- continued to monitor procurement activities delivered through our third-party provider, UK SBS
- continued to monitor and evaluate effectiveness of controls designed to mitigate modern slavery and human trafficking risks, benchmarking across similar government organisations
- contributed to the UK government MS registry by adding UKRI's Modern Slavery Statement.

## Next steps

During 2025-26, UKRI will undertake the following activities to be reported in future modern slavery and human trafficking statements and adhere to any legislative changes or updates:

- develop and monitor key performance indicators for modern slavery
- review and update the Responsible Procurement Charter as required for 2025–26 publication, and ensure its effective implementation is embedded across the organisation
- review UKRI's training offering on modern slavery and continue to promote uptake of training by all staff, including updating the current modern slavery awareness training package
- respond to guidance and changes in legislation on modern slavery and human trafficking
- commence "Raising Concerns Project", leading to the implementation of a single digital 'front door' reporting system and modern slavery concerns will be part of this reporting
- UKRI Safeguarding Policy to be reviewed and updated, scheduled for publication end of 2025
- hold regular modern slavery working group meetings throughout the year
- continue to monitor and evaluate effectiveness of controls designed to mitigate modern slavery and human trafficking risks, benchmarking across similar government organisations
- contribute to the UK government modern slavery registry by adding UKRI's Modern Slavery Statement.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes UKRI's Modern Slavery and Human Trafficking Statement of the financial year ending 31 March 2025.



Professor Ian Chapman,  
Chief Executive, UK Research and Innovation, 24  
September 2025.