

UKCEH Modern Slavery and Human Trafficking Statement 2025–2026**Introduction**

The UK Centre for Ecology & Hydrology (UKCEH) is committed to preventing modern slavery and human trafficking in all areas of our operations and supply chains. We take a zero-tolerance approach to all forms of exploitation and are dedicated to acting ethically and with integrity in everything we do. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and covers the financial year Dec 2025 to Dec 2026.

About UKCEH

UKCEH is an independent, not-for-profit research institute with approximately 700 staff. We operate across the UK and internationally in over 50 countries. Our work is delivered through UKCEH, UKCEH Enterprise, and UKCEH International, all of which are included in this statement.

Policies and Governance

In 2025, we updated several key policies to strengthen our approach to safeguarding human rights and preventing exploitation:

- Safeguarding Policy – Ensures protection from harm, including sexual exploitation and abuse, for children and vulnerable adults in all UKCEH activities.
- Whistleblowing Policy – Encourages safe and confidential reporting of concerns, including modern slavery, with access to an independent hotline and email.
- Code of Conduct – Sets clear expectations for ethical behaviour by all staff and partners.
- Recruitment Policy – Includes thorough checks on right to work, identity, criminal records, and employment history. We only work with reputable, vetted recruitment agencies.
- Supplier Pay Policy – Requires that no work begins without a valid purchase order and completion of due diligence checks.

These policies are regularly reviewed and are accessible to all staff.

- Risk Assessment and Supply Chain Due Diligence

We assess modern slavery risks across our operations and supply chains. High-risk projects are reviewed quarterly by our Science Leadership Committee, with oversight from the Executive Board. All suppliers must meet our ethical standards. In 2025–26, we strengthened our procurement processes by:

- Requiring all suppliers to confirm compliance with the Modern Slavery Act and our Code of Conduct.
- Including anti-slavery clauses in all contracts.
- Conducting risk assessments for high-value and high-risk suppliers.
- Beginning engagement with external initiatives such as Electronics Watch to monitor labour conditions in supply chains.

We follow UK Government procurement guidance and are exploring additional tools to enhance our due diligence.

Training and Awareness

We provide modern slavery training to staff involved in procurement, international work, and partnerships. In 2025, we expanded this training to all staff and introduced refresher sessions for key roles. Procurement staff also complete certified ethical procurement training annually.

- Monitoring and Key Performance Indicators (KPIs)

We will report on these indicators annually and use them to guide improvements.

This statement was approved by the UKCEH Executive Committee and signed on behalf of the Board of Trustees.



Signed,
Sam Bullen
Finance Director
Date: 12 December 2025

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