

Modern slavery statement 2023/24

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Cancer Research UK's ('CRUK's') modern slavery and human trafficking statement for the financial year ending 31 March 2024. Of our group companies, this statement covers the activities of Cancer Research UK Trading Limited and Cancer Research Technology Limited.

Introduction

Michelle Mitchell OBE



Image credit: David Vintiner

At Cancer Research UK, our vision is to bring about a world where everybody lives longer, better lives, free from the fear of cancer. We strive to be a responsible organisation in how we achieve this vision.

We strongly oppose human slavery and trafficking. This statement sets out our commitment and approach to identifying, preventing and eliminating modern slavery and human trafficking in our operations and supply chains – locally and globally – and details the progress we have made in the last year.

The challenging global geopolitical landscape and long-term impacts of climate change are profoundly affecting the environment in which we operate and our supply chains. These conditions make it more difficult to contend with modern slavery and human trafficking, and we recognise the need for Cancer

Research UK to continue to evolve and adapt to meet these challenges.

Cancer Research UK therefore seeks to ensure that effective due diligence procedures are in place to safeguard against modern slavery within the charity and our supply chains, and that these procedures are reviewed and improved over time. We are committed to better understanding our supply chains and working for greater transparency and responsibility towards people working within them.

Throughout 2023/24, Cancer Research UK continued to deliver important work. We reviewed and enhanced our policies to ensure they remain able to adapt to our evolving needs, identified areas to enhance the due diligence we perform on our products and supply chains, and rolled out more staff-wide training.

In the year ahead we will continue to enhance our due diligence approach by improving escalation processes and how we manage our suppliers. We'll continue an awareness programme for our staff and volunteers. We will also engage with members of our wider community, so that they are aware of potential issues and risks, understand their roles in identifying and preventing modern slavery, and ensure our policies are embedded.

We remain committed to playing our role in the critical fight to eliminate modern slavery and human trafficking worldwide.

A handwritten signature in black ink that reads "M. Mitchell".

Michelle Mitchell OBE
Chief Executive

Our approach to managing modern slavery risk

This statement details our current approach to identifying, preventing, and mitigating modern slavery in our operations and supply chain in the following six areas:

1. Our organisation and supply chains
2. Policies
3. Due diligence
4. Risk assessment
5. Training
6. Key performance indicator

Cancer Research UK (CRUK) group structure



A subsidiary of CRUK Group focused on fundraising retail activities.

A subsidiary of CRUK Group. Our specialist oncology drug discovery, development and commercialisation company.

Cancer Research UK is a registered charity in England and Wales (1089464), Scotland (SC041666), the Isle of Man (1103) and Jersey (247). It is a company limited by guarantee, registered in England and Wales (4325234) and the Isle of Man (5713F) with its registered address at 2 Redman Place, London, E20 1JQ.

Cancer Research UK is governed by our Council of Trustees who:

- set the charity's strategic direction
- oversee the delivery of our strategy and objectives in line with our organisational values and governance
- guide, advise and support the chief executive, who leads the Executive Board

The Council has several committees, including our Audit Committee, which is responsible for ensuring we have effective governance and risk management controls in place. The day-to-day running of the charity is the responsibility of the chief executive and Executive Board.

Our Executive Board manage our approach to being a responsible organisation, including human rights and modern slavery. We have an internal Modern Slavery Working Group who oversee our anti-modern-slavery processes and help us achieve our objectives and meet our obligations. The working group report to our Operational Risk Committee, who report to the Executive Board. The Executive Board then report on this risk to the Audit Committee.

Our organisation and supply chains

Our key activities [1]

Research

The world-class research we fund in our labs and through awarding grant funding to the best researchers and institutes.

Operations

Activities which support the running of Cancer Research UK, such as finance, IT and human resources.

Fundraising

Activities other than retail which raise funds, such as events, corporate partnerships and philanthropy.

Trading

Retail activities which raise funds, such as our 579 stores, online site and marketplaces.



2
offices



over
560
events



542
stores
37
superstores



1
online shop
5
online marketplaces



3
distribution
centres



4
laboratories



£399^m
spent on cancer
research this year



24 million
people accessed our About
Cancer webpages this year

[1] This reflects sites operated wholly by Cancer Research UK. Several of our sites are operated by third-party suppliers on our behalf (these are included in the supply chain structure) or shared spaces with other partners, for example certain laboratories.

Our organisation and supply chains

Our people

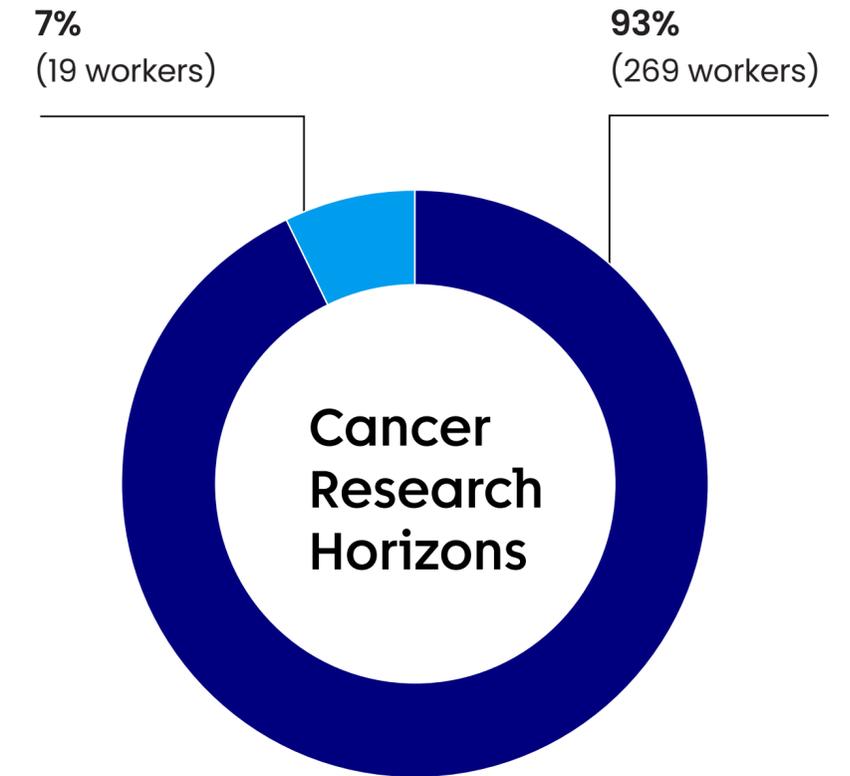
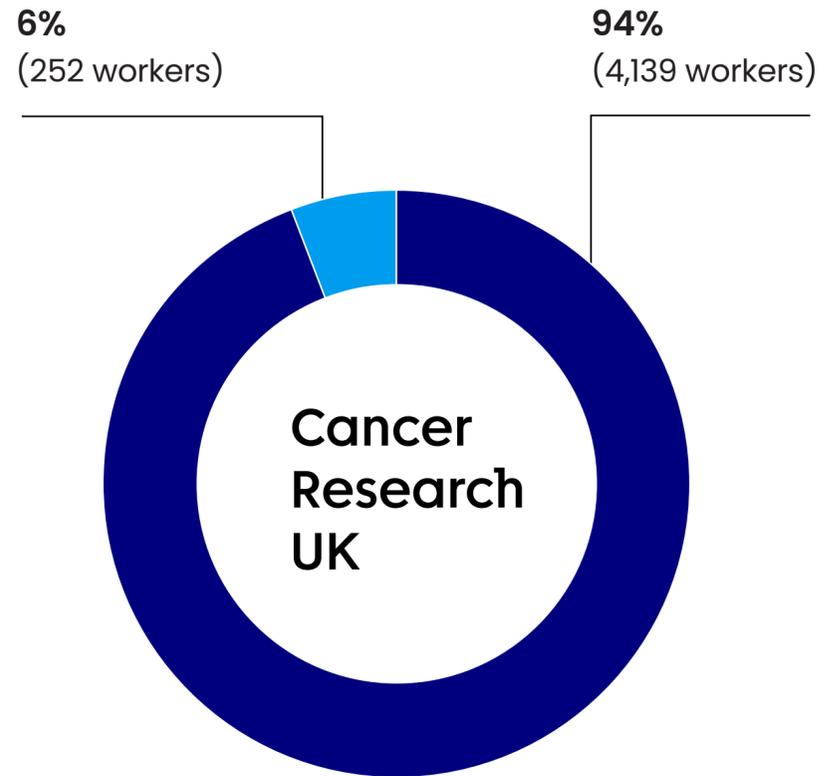
In most cases, our people are located remotely or in the sites wholly operated by Cancer Research UK noted above. However, some of our people may also be located on partner sites (for example partner laboratories) or locations operated by third-party suppliers on our behalf.

Permanent workers

Most permanent workers are based in the UK and work in our offices, shops, research institutes and warehouses.

Temporary workers

Temporary workers include agency workers, contractors and consultants who work across a variety of functions, including fundraising events, stores, customer services and warehouses.



Policies, due diligence and risk assessment

Policies

In 2023/24, we consolidated our organisational policies into one framework, including a new Code of Conduct, Code of Ethics and nine key policies, with supporting requirements, learning resources, processes and guidance. This makes it easier for staff to find what they're looking for and sense-check their decisions.

Our new Code of Conduct and Code of Ethics outline our shared values and help our staff understand their role in making responsible decisions.

The policies in our framework all include mandatory requirements and a number of them relate to modern slavery. These mandatory requirements include our nine key policies which focus on ensuring we act responsibly and include Dignity at Work, Equality, Diversity and Inclusion, Fundraising Responsibly, Safeguarding, and Health, Safety and Welfare. They are supported by our mandatory CRUK Requirements which include Recruitment and Selection, Fraud, Theft, Bribery and Corruption, Whistleblowing, and Working with Suppliers and Partners, all of which support our staff in ensuring they work in a legal and ethical way.

Our key policies are hosted on an internal learning platform and included in mandatory training for all staff and volunteers.

Due diligence

The three operational risks relating to Modern Slavery that we continued to focus on this year are the staff we recruit directly, our grant-funded activities and the third-party suppliers we use to enable us to deliver on our mission.

We undertake a comprehensive onboarding process for permanent and temporary staff, overseen by our Human Resources team who ensure all right to work checks are undertaken.

In 2023/24 the terms of our grants were updated to include reference to anti-modern-slavery and our Supplier Code of Conduct. Our terms stipulate that those engaged in work funded by our grants must adhere to all applicable laws, regulations and codes of practice, as well as our Supplier Code of Conduct.

We require all new suppliers to sign our Supplier Code of Conduct. Occasionally, the supplier will request to use their own Code of Conduct instead, which our central support team will ensure is sufficient. Our Code is based on or references legislation/guidance requirements that include, but are not limited to: the Ethical Trading Initiative Base Code, the United Nations Guiding Principles on Business and Human Rights, the Organisation for Economic Cooperation Development Guidelines for Multinational Enterprises,

the International Labour Organisation Core Conventions and Recommendations, and the UK Modern Slavery Act 2015. We refreshed our Code in 2023/24 to make sure it remains aligned to international and national standards and meets our expectations.

In 2023/24 we partnered with Unseen, experts in modern slavery, who undertook a gap analysis on our policies and a review of our 2022/23 modern slavery statement. They confirmed that our modern slavery statement meets the compliance criteria for a modern slavery statement set out in Section 54 of the Modern Slavery Act 2015 and highlighted areas for improvement in our due diligence process which we will start to work on in 2024/25.

Risk assessment

Our three operational modern slavery risks relate to the people we employ directly, our grant-funded activities and those employed through our supply chain.

For those directly employed by us, our controls ensure we operate within our risk appetite. This is a relatively low-risk area.

In the year ahead, we will trial a new joint funders' assurance approach to monitor the compliance of host institutions with our grant conditions and funding policies.

Within our supply chain, the key areas of risk relate to the trading products sold in our retail shops, as well as at our events where we use third-party resources. For context, buying goods and services is essential to our day-to-day running. In 2023/24, we had 1,835 direct suppliers. They support our operations, including events, and provide products to sell in our shops. We provide training for our retail and events staff. We also have a dedicated resource to review new suppliers against our Supplier Code of Conduct when onboarding them.

Training and key activities for 2024/25

Training

In 2022/23 we launched a wider and more regular training programme for staff who are more likely to be in contact with high-risk suppliers. Additionally, all staff in high-risk areas had training to enable them to spot the signs of modern slavery and escalate any suspected issue to the central support team.

Training on modern slavery is available on our internal online training platform for all staff with access to computers and broadband. For staff without this access, we trained area managers to share the information with their teams and provided training resources.

Key performance indicator

Following Unseen's gap analysis of our approach to modern slavery, we're reviewing our strategy and processes and identifying the key performance

indicators that will help us reduce our modern slavery risk. For 2024/25, we've kept our key performance indicator on training from last year.

	2023/24	2024/25
Percentage of colleagues working in high-risk areas trained in modern slavery	100%	100%

Key activities for 2024/25

- We will continue to enhance our due diligence approach through:
 - reviewing our escalation process to identify opportunities to enhance it, as well as clarifying roles and responsibilities which will improve its effectiveness
 - improving our visibility across our supply chain by beginning the redesign of our overall supplier management processes, including modern slavery requirements, which will help us to ensure that we effectively manage our suppliers both now and in future
 - refreshing our modern slavery strategy, objectives and key performance indicators to focus our actions and improve progress and performance
- We will continue an awareness programme to train our volunteers in our Trading team and extend this to include mandatory training to our events team and associated volunteers where they are engaged in event operations. This will enable our staff and volunteers to better identify and manage modern slavery-related risks at our stores and events.
- We will continue to work with third parties, including Unseen and Business in the Community, to refine our risk appetite, risk management processes and policies where they relate to modern slavery. This will help to better align how we manage modern slavery-related risks at all levels of our organisation.

Council of Trustees approval



This statement has been formally approved by the Trustees of Cancer Research UK and signed on their behalf.

A handwritten signature in black ink, appearing to read 'Simon Stevens', with a horizontal line underneath.

Lord Simon Stevens
Chair, Cancer Research UK
16 July 2024



Together we are
beating cancer