

## Royal College of Music

# Slavery and Human Trafficking Statement for the year end July 2019

### Our business

Royal college of Music is one of the world's great conservatoires, training gifted musicians from all over the world for international careers as performers, conductors and composers.

### Modern slavery statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

RCM is committed to acquiring goods and services without causing harm to others and remains committed to supporting the UK Government's National Action Plan to implement the UN Guiding principles on Business and Human Rights. The Statement is designed to satisfy the requirements of Section 54 of the Modern Slavery Act 2015, by informing students, staff and the public about RCM and its policy towards modern slavery, human trafficking, forced and bonded labour and labour violations in its supply chains.

### London Universities Purchasing Consortium (LUPC)

RCM is a member of LUPC, a non-profit professional collaborative buying organisation. RCM accesses LUPC framework agreements for goods and services when viable to do so and ensures the values and commitment to sustainable and ethically responsible procurement stated within the terms and conditions of framework agreement are implemented as part of "contract call-off". LUPC has a [Responsible Procurement Policy and Strategy](#) and this is at the forefront of their business and sets out a programme of projects and actions, aiming to address risks of human rights abuses. LUPC also has a [Whistleblowing Policy and Procedure](#), which allows staff to report any illegal act or omission including human right abuses. LUPC member supply chains (including RCM) mainly fall under these "super categories";

- Professional services – for example: recruitment agency staff
- ICT Equipment and Services
- Estates & Construction
- Facilities Management services such as cleaning, catering and security

LUPC focusses its resources on these high risk categories and has assessed the risks associated with production countries for these categories and their own research on products and production methods, including working conditions, supply chain structures and their continuous engagement with their partners and suppliers.

### Due diligence

In order to identify and mitigate risk in supply chain, there are systems in place to identify and assess potential risk areas and mitigate the risk of slavery and human trafficking occurring in the supply chain. More specifically:

#### *Electronics Watch*

LUPC is an affiliate of and works closely with the NGO Electronics Watch, the collaborative organisation monitoring global electronics supply chains. Since March 2018, LUPC extended its affiliation to all its full members.

## *Embedding Responsible Procurement into Tendering and Contracts*

[Ensemble Purchasing](#) is a non-profit cost sharing group providing professional procurement services to its members and RCM purchases professional procurement management through Ensemble Purchasing.

### *Training*

Procurement managers at LUPC and Ensemble Purchasing enhance their professional development through undergoing the LUPC Modern Slavery e-training module and CIPS e-learning on ethical procurement.

RCM purchasing goals for the year to July 2020

RCM will continue our strategy to combat human rights abuses in our supply chains with these key goals:

- further analysis of the commodity spend categories. The spend will be mapped against the higher education sector's new Risk Analysis Tool to show the level of risk for a variety of sustainability measures including modern slavery;
- offering more Modern Slavery and Human Trafficking Awareness for Staff and Students within RCM;
- access higher education framework agreements for goods and services wherever deemed appropriate; and
- make available, to RCM staff, LUPC's e-learning topics on Protecting Human Rights in the Supply Chain.

Approved by the RCM Council  
21 November 2019