

Modern Slavery Statement

National Coal Mining Museum for England Trust Ltd (NCMME) is incorporated as a private limited company and is registered as a charity.

NCMME has one subsidiary trading company, National Coal Mining Museum Trading Limited (NCMMT) which is incorporated as a private limited company.

NCMME and NCMMT contract with a significant number of suppliers to facilitate activities on site. Main areas of supply chain activity include:

- Construction services.
- Curatorial services.
- Building maintenance services.
- Professional services (e.g. HR, Auditors).
- Mining services.
- Casual staff.
- Goods for re-sale in NCMMT retail outlets.
- Information technology equipment, software, and services.
- Financial technology equipment, software, and services.
- 'Soft' facilities management services (e.g. security services); and
- Marketing and publishing services

Whilst NCMME / NCMMT's business and supply chains are not especially susceptible to slavery and human trafficking we have identified that some of our procurement takes place within sectors where modern slavery offences could occur such as within our catering, retail and building supply chains. NCMME / NCMMT is committed to trading ethically, sourcing goods and services responsibly and generally conducting its affairs without causing harm to others.

In furtherance of this aim NCMME / NCMMT makes this statement (pursuant to Section 54 of the Modern Slavery Act 2015 (the "Act")) to set out the steps that it has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its own operations or its supply chain:

1. We are committed to ensuring that workers employed or engaged in our supply chains throughout the world are treated fairly, humanely and equitably and to this end we shall comply and shall ensure

as far as is reasonably possible that sub-contractors comply, in relation to all workers employed or engaged by it directly or indirectly in connection with the supply of goods and the performance of services, within the Modern Slavery Act 2015.

2. NCMME / NCMMT continues to consider how best to conduct its due diligence on key suppliers to ensure that they are observing acceptable ethical labour practices in relation to modern slavery and human trafficking. This includes undertaking enquiries before procuring services from a supplier and, on a case-by-case basis, considering further enquiries to make of prospective suppliers. NCMME / NCMMT continues to consider how best to ensure suppliers are compliant with the Act and to give assurances that they enforce acceptable ethical standards both within their own business and within their supply chains.
3. If NCMME / NCMMT discovers that suppliers (or potential suppliers) are, or have been, involved in modern slavery NCMME / NCMMT's policy is to do one or more of the following:
 - a. report any unlawful behaviour to the relevant authorities;
 - b. take reasonable steps to encourage the supplier to remedy any unlawful or unethical behaviour;
 - c. take reasonable steps to require the supplier to provide further assurances that all unlawful or unethical behaviour has ceased and will not recur;
 - d. where possible, refrain from placing any future business to those suppliers; and
 - e. where appropriate, terminate such relationships with such suppliers.
4. NCMME / NCMMT operates a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
5. NCMME / NCMMT will make its staff aware of this statement and its commitment to ensuring that modern slavery or human trafficking is not taking place within its own operations or its supply chain. Staff can report any concerns with regards to modern slavery through the Museum's Whistleblowing Policy.

This statement will be reviewed on an annual basis.