

## Slavery and Human Trafficking Statement for the Financial Year Ending 31 December 2016

### Introduction

The Institute of Physics (IOP) and its group companies are committed to doing all we reasonably can to combat all forms of slavery and human trafficking in our supply chains. This statement sets out how the entire IOP group has approached these issues during this financial year and how we will continue to do so in the next.

### Our Group Status, Structure and Activities

The Institute of Physics is a charity registered in England and Wales and in Scotland and is incorporated by Royal Charter. We are a leading scientific membership society working to advance physics for the benefit of all.

Our purpose is to gather, inspire, guide, represent and celebrate all who share a passion for physics. And, in our role as a charity, we are here to ensure that physics delivers on its exceptional potential to benefit society.

Alongside professional support for our members, we engage with policymakers and the public to increase awareness and understanding of the value that physics holds for all of us

The IOP group of companies is made up of subsidiaries registered in England and Wales, the United States of America, the People's Republic of China, India and the Russian Federation and of offices in various other countries.

The largest subsidiary, IOP Publishing Limited, is a world leader in scientific communications, publishing journals, ebooks, magazines and websites globally. The other subsidiaries support the activities of the Institute of Physics and/or IOP Publishing Limited in the United Kingdom and globally.

### Our Group's Supply Chain

The IOP group of companies has a diverse supply chain, including suppliers of IT, print and editorial services, office equipment, catering services, and accommodation and venue facilities. These suppliers are located across the globe, with some located in countries which have a high estimated prevalence of modern slavery as measured by the Global Slavery Index 2016.

### Our Approach and Policies on Slavery and Human Trafficking

During 2016, we have undertaken activities on a group-wide basis to identify and mitigate the risk of slavery or human trafficking occurring in the IOP group's supply chains. These have included:

- identifying and assessing potential risk areas in our supply chains, in particular for those suppliers in countries with a high estimated prevalence of modern slavery
- reviewing our current relevant procedures
- preparing an Anti-Slavery and Human Trafficking Policy for use internally and with suppliers
- reviewing our processes to protect whistle-blowers in relation to issues regarding slavery and human trafficking

We confirm our commitment to prohibiting modern slavery and human trafficking in our supply chains and in any part of our businesses. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to prohibit slavery and human trafficking in our supply chains and business.

### Supplier Adherence to Our Values

We have a zero tolerance approach to slavery and human trafficking. To ensure that those companies in our supply chains comply with these values, we require that all relevant suppliers are issued with, and agree to comply with, our Anti-Slavery and Human Trafficking Policy and that appropriate obligations are included in our contracts with them. These obligations will allow us to secure assurances that those suppliers have appropriate measures in place in relation to their own business and supply chains and commit to complying with all relevant legislation and



codes of practice.

Continuing Our Approach in 2017

In order to further ensure that there is no slavery and human trafficking in our supply chains, we intend to take the following further steps in the forthcoming financial year:

- roll out training on anti-slavery and human trafficking to relevant employees; and
- issue our policy to all relevant suppliers and all staff, and monitor compliance

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the IOP group's anti-slavery and human trafficking statement for the financial year ending 31 December 2016.

Paul Hardaker

Professor Paul Hardaker  
Chief Executive Officer  
Institute of Physics

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