Modern slavery statement

Science Photo Library (SPL) is committed to ensuring that there are no instances of modern slavery or human trafficking occurring within its own business or its supply chains.

Our content is acquired from scientific and medical experts, acclaimed photographers and renowned institutions. Outstanding quality, accuracy and commitment to excellence are deeply embedded in our company and its employees.

Our content is digital and as such does not involve reporting issues connected with supply chains, packaging and manufacturing. We do however work with a number of organisations from whom we purchase goods or services, and distributors and partners worldwide through whom we supply our content and services.

SPL has commenced a process of auditing its supply chain, distributor and partner network and contributors to make sure that their processes for ensuring that they have no involvement with modern slavery or human trafficking are appropriate and robust, both within their organisations and their own supply chains. SPL fully supports the aims of the Modern Slavery Act 2015.

Due diligence

Whilst we have not identified modern slavery as being a particular risk in our business and supply chains, as part of our initiative to identify and mitigate risk we will:

- place a copy of this statement on our website and communicate our stance on modern slavery to all contributors and distributors
- audit HR files in the UK to ensure we have right to work information for all employees
- include provisions within our due diligence questionnaires and terms of business with suppliers that require compliance with all applicable laws, including modern slavery;
- review our distributor and contributor contracts with all new contracts to include a modern slavery clause.

Our internal policies

We are committed to maintaining the highest levels of transparency and welfare within our business. We support and respect the protection of human rights and have a strict no tolerance approach to slavery and human exploitation in all their forms. Our business culture promotes:

- high ethical standards of operation;
- equal treatment of employees to prevent discrimination;
- the ability to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment;
- working in a healthy and safe environment;
- payment of wages and benefits for a standard working week that exceed the minimum national requirements;
Underpinning these values are our written policies, which include Health and Safety, Equality and Bullying and Harassment. These policies allow employees to raise concerns about unethical conduct without fear of reprisal. Employees and others connected with SPL are encouraged to speak up if they have any concerns. All reports will be fully investigated and appropriate action taken.

**Training**
SPL will initially provide appropriate training for those responsible for dealing with third parties with whom SPL does business. This training may be extended to other employees in the future.

We will continue to update our policies and procedures on an ongoing basis to ensure we maintain appropriate safeguards against the mistreatment of persons involved in our business or supply chain.

**Review**
This policy statement will be reviewed annually. This policy has been approved and adopted by the Directors of Science Photo Library Ltd.