
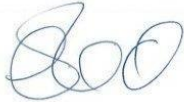
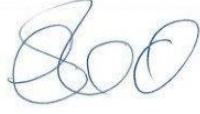
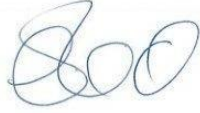



# **MODERN SLAVERY POLICY**

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## Change Control Notice

Revision Number	Date	Change Owner	Details of Change
1	March 2018	Annual review – no changes	HR 
1.1	January 2021	Annual review – minor change to include reference to training of staff	HR 
2	January 2022	Annual review. Removal of references to Singapore and minor updates to include processes	
3	November 2023	Annual review – no changes	
4	December 2024	Annual Review	

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## **1 OUR BUSINESS**

The Institute of Occupational Medicine (IOM) is one of the leading providers of workplace health research and consultancy services. Our expertise extends across a very wide range of scientific disciplines.

IOM employs circa 100 colleagues who help deliver safer working environments and healthier working lives for thousands of organisations around the world. From our UK base and headquarters in Edinburgh, we have 2 other regional offices (Stafford and Chesterfield), serving our clients across the world.

We were established in 1969 in the UK as an independent charity, with origins in occupational health research, where we continue to have an international reputation for pioneering workplace health projects. Today our remit also extends into certain areas of environment and public health, and to the provision of consultancy and scientific services. The main focus of our work is associated with understanding and where possible reducing the risks to health from hazards in the workplace and in the wider environment.

We have a strong international reputation for high quality published research, undertaken on behalf of our many research sponsors in government, industry and charitable institutions. In our consulting and services work, we have a reputation for high quality, authoritative and independent measurement, surveys and reporting, which we undertake for hundreds of clients – large and small – each year.

## **2 BUSINESS POLICIES**

We recognise that we alone cannot change the political and social conditions of the countries in which we do business, however, by working responsibly, and collaborating with our client base and consultants, we will continue to further understand and influence the impact that our services have on the welfare of workers and the environment they work in.

The IOM has a deserved reputation for independence, integrity and scientific excellence and have a Scientific Misconduct Policy in place, aimed at safeguarding this reputation. In addition, we have other operational policies which set out the expectations and requirements of all IOM colleagues and how the business handles, investigates and resolves any issues raised or breaches found.

All IOM colleagues have a responsibility to report observed, suspected or apparent scientific, or ethical, misconduct by fellow colleagues, or by collaborators in multi-organisation projects. Concerns should be reported to immediate line managers, HR, or a member of the Directorate.

The IOM has strong employment and ethical standards and a zero-tolerance approach to modern slavery within our business. All colleagues are expected to report concerns through line management or HR. We also encourage our clients to have the same level of feedback and transparency in place.

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### **3 PERFORMANCE**

Within our business, our policy is to monitor all potential breaches and manage each accordingly.

However, we are pleased to announce that during the last year, we have had no reported issues where modern slavery has been highlighted as an issue within our business.

Within the client base, compliance to requests and encouragement to participate with this practice is monitored. Where we feel certain clients are deliberately avoiding cooperation with these requests, we will cease business with that client.

Any breaches or concerns raised are logged and coordinated by HR & reviewed by the directorate.

### **4 DUE DILLIGENCE**

Where clients or suppliers are using labour in countries where modern slavery is a known issue these clients are flagged as high risk until satisfactory evidence of compliance is received.

### **5 TRAINING**

During 2024 all colleagues underwent training in modern slavery and how to manage the risk. This training is refreshed on an annual basis.

POLICY OWNER: Michelle Reid

TITLE: Director of Performance, Culture and Delivery

APPROVED BY:



RELEASE DATE: December 2024