

HSE Slavery and Human Trafficking Statement – March 2018

As part of the UK Government, Health and Safety Executive has a zero-tolerance approach to modern slavery and it is fully committed to preventing slavery and human trafficking via its statutory and other business activities.

HSE is also committed to ensuring there is transparency in its activities and in its approach to tackling modern slavery throughout our supply chains, consistent with the disclosure obligations of the Modern Slavery Act 2015.

This statement sets out HSE's actions to understand all potential modern slavery risks, related to its business and to ensure steps are maintained to prevent slavery and human trafficking.

1. HSEs Business Structure and Operations

HSE is the UK Health and Safety Regulator. The Health and Safety Executive is governed by the Board and the Management Board. Its employees are employed in 26 offices across Great Britain. They are Civil Servants and governed by the Civil Service code of conduct.

- <http://civilservicecommission.independent.gov.uk/civil-service-code/>

The Civil Service Commission regulates recruitment to the Civil Service, providing assurance that appointments are on merit after fair and open competition. It also helps promote the Civil Service values of Honesty, Integrity, Objectivity and Impartiality, and hears complaints under the Civil Service Code. The Commission is independent of Government and the Civil Service.

- <http://civilservicecommission.independent.gov.uk/>

New starter induction includes the Civil Service Code of Conduct (available on HSE's internal website)

HSE's primary function is regulation but it offers its expertise and facilities to other organisations on a commercial basis.

2. Policies relevant to the Modern Slavery Act 2015

HSE adheres to the following policies implemented across the UK Government which are relevant to the prevention of slavery and human trafficking:

- The Civil Service Code of Conduct

<http://civilservicecommission.independent.gov.uk/civil-service-code/>

- The Civil Service Recruitment principles

<http://civilservicecommission.independent.gov.uk/civil-service-recruitment/>

- Government Policy on Procurement

<https://www.gov.uk/guidance/public-sector-procurement-policy>

3. Due Diligence Processes

HSE is audited by the UK Government Internal Audit Office and the National Audit Office. This ensures compliance with all aspects of the policies and procedures provided above. For more information please see:

- <https://www.gov.uk/government/organisations/government-internal-audit-agency/about>
- <https://www.nao.org.uk/>

4. Risk of Slavery and Human Trafficking Taking place

As the UK Regulator for Health and Safety, the majority of HSE's business relates to Her Majesty's Inspectors of Health and Safety who must meet the requirements of a rigorous selection process. Her Majesty's Inspectors will work with other UK regulators, as appropriate, if they suspect any organisation that they inspect of any slavery or human trafficking offences.

The nature of our business activities means the risk of HSE itself being a perpetrator of Slavery or Human Trafficking, is negligible.

The risk of HSE procuring goods or services from organisations where there could be Slavery or Human Trafficking is very low due to the Government policy on procurement (link in section 2 above) and Government Audit processes (link in section 3 above). Terms addressing the prevention of slavery and human trafficking in HSEs own supply chains are included in its standard terms and conditions, following the advice of Crown Commercial Services. Contractors are required to ensure the legitimacy of their workforce and ensure that all personnel (including sub-contractors) engaged in the performance of contracts have undergone pre-employment checks confirming their identity, employment history, nationality, immigration status and criminal record for unspent convictions.

5. Effectiveness of HSE's approach to ensuring that Slavery and Human Trafficking is not taking place in our organisation

HSE's Annual Report details our governance.

- <http://www.hse.gov.uk/aboutus/reports/index.htm>

It includes information relating to the HSE Audit and Risk Committee. This is chaired by an HSE non-executive Director and comprises two other HSE non-executive Directors, along with two independent external members. Audit reports from the Government Internal Audit Office are provided to the HSE Audit and Risk Committee.

6. Training for HSE Employees

All new HSE employees must complete their "Welcome to HSE" induction programme (available on HSE's internal website). This includes the conduct expected of a Civil Servant and reference to the Civil Service Code of Conduct.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It has been approved by HSE's Management Board.



Karen Nightingall
Director of People and Capability