

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Year ended 31 July 2025

Introduction

1. The Royal College of Music is committed to the fight against modern slavery and human trafficking. We are actively working to mitigate these risks and protect vulnerable individuals through a series of strategic initiatives set out below:

Our business

2. The Royal College of Music is one of the world's great conservatoires, training gifted musicians from all over the world for international careers as performers, conductors and composers.

London Universities Purchasing Consortium (LUPC)

3. RCM is a member of LUPC, a non-profit professional collaborative buying organisation. RCM accesses LUPC framework agreements for goods and services when viable to do so and benefits from LUPC's comprehensive approach to this important area which is set out in its most recent Modern Slavery and Human Trafficking Statement on <https://www.lupc.ac.uk/media/2xhbf52p/lupc-modern-slavery-statement-2024.pdf>. LUPC set out their own action plan for the following year in that statement, which will help combat slavery in the RCM supply chain through our collaboration.
4. In alignment with other consortia who make up UKUPC, LUPC undertakes to ensure all framework agreement suppliers sign a commitment to the SUSTAIN Supply Chain Code of Conduct https://www.ukupc.ac.uk/pdf/Sustain_Supply_Chain_CoC_Feb_2021b.pdf, which outlines expectation in terms of governance, economic, environmental and social practices, including Modern Slavery.
5. LUPC also has a [Responsible Procurement Policy and Strategy](#) which sets out a programme of projects and actions, aiming to address risks of human rights abuses. This is supported by a [Whistleblowing Policy and Procedure](#), which allows staff to report any illegal act or omission including human right abuses.
6. Ensemble Purchasing we will benefit from their action plan for 2024 which we endorse. This collaboration is the most effective way to ensure RCM benefits from best practice

Due diligence and Electronics Watch

7. LUPC is an affiliate of and works closely with the NGO Electronics Watch, the collaborative organisation monitoring global electronics supply chains. In 2017, LUPC extended its affiliation to all its full members.

Procurement Procedures at RCM

8. Procurement services for RCM are carried out by a dedicated procurement manager from Ensemble Purchasing, which is a shared procurement body that gives its members a high-quality professional procurement service, and which is closely linked with LUPC. Procurement managers at LUPC and Ensemble Purchasing enhance their professional development through taking the LUPC Modern Slavery e-training module and CIPS e-learning on ethical procurement.
9. The RCM Responsible Procurement Policy and the Supplier Code of Conduct were designed in conjunction with Ensemble Purchasing and provide Modern Slavery and Human Trafficking awareness and clear guidelines for

Professional Services staff. They set out the requirement to proactively identify and assess modern slavery and human trafficking risks when onboarding new suppliers, and once the supplier is in place.

10. We also ensure that all staff are treated fairly, including payment of a real living wage, and that we evaluate suppliers' approaches to fair working practices in line with HR policies.

RCM steps taken in the year

11. RCM continued its strategy to combat human rights abuses in our supply chains with the following steps:
 - We carried out a tender for our cleaning contract, supported by Ensemble Purchasing, ensuring London Living Wage, and compliance with other guidelines in our responsible procurement policy at the successful supplier;
 - We accessed approved LUPC framework agreements for goods and services wherever possible; and
 - Through LUPC and Ensemble Purchasing we benefited from implementation of the LUPC action plan for 2024. This collaboration is the most effective way to ensure RCM benefits from best practice.

Slavery and Human Trafficking Statement

12. The Royal College of Music is dedicated to the prevention of modern slavery and human trafficking. This statement is issued in accordance with section 54(1) of the Modern Slavery Act 2015 and serves as our Slavery and Human Trafficking Statement for the financial year ending 31 July 2025. We are committed to reviewing and updating this statement annually.

Rachel Harris

Director of Finance & Technology

22 October 2025