



Modern Slavery and Human Trafficking Statement

The Restoration and Renewal Delivery Authority oppose slavery and human trafficking in all forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our organisation or supply chain in the year to 31 March 2024 and which further steps are to be taken to address the risk of modern slavery.

This statement is our fifth modern slavery statement.

Our Structure and Supply Chain

The Restoration and Renewal Delivery Authority Limited (the Delivery Authority) is a private company limited by guarantee and incorporated under the Companies Act 2006, based in London, UK. The Corporate Officer of the House of Commons and the Corporate Officer of the House of Lords (acting jointly) are the sole member and guarantor of the Delivery Authority.

The Delivery Authority is responsible for the restoration and renewal of the Palace of Westminster and related works on behalf of the Houses of Parliament pursuant to the Parliamentary Buildings (Restoration and Renewal) Act 2019 (“the Act”), as amended and supplemented by the Parliamentary Works Sponsor Body (Abolition) Regulations 2022.

The Delivery Authority reports to Parliament via the Client Team, a joint department of the Houses of Parliament. Further information on this governance structure is available on the [R&R website](#). As of 31 March 2024, the Delivery Authority employs 169 direct employees and has one inward secondee. Furthermore, the Delivery Authority has an additional 11 agency workers.

The Delivery Authority contracts with a third party supply chain to undertake much of the work required for the Programme. The Delivery Authority has direct contracts with 142 suppliers, with 140 suppliers based in the UK, one in Ireland and one in Norway. Three suppliers represent approximately 75% of the Delivery Authority’s supply chain expenditure. The sub-contracting arrangements of all key contracts are regularly reviewed. As our programme develops and our supplier base grows, we are committed to having a high level of visibility into our supply chain to establish risk profiles and take appropriate mitigating actions. Our organisation prohibits the use of modern slavery and human trafficking in all its operations and supply chain. It is committed to improving awareness of the practices necessary to combat and eliminate slavery and human trafficking and to assess the risk profile of its business in these areas.



Our Policies, Processes and Contracts

The Delivery Authority recognises that slavery is not only an ethical and human rights issues, but also one of criminality. We recognise that corruption is a key factor and driver of exploitation and that it takes various forms that impact worker welfare such as forced labour, labour exploitation, poor working and living conditions, poor terms of employment, detained passports, salary deduction issues and withheld payment. These all have the deprivation of a person's liberty to exploit them for personal or commercial gain in common. Our organisation is committed to promoting high standards of ethical behaviour on the Programme. Our policies and processes underpin these requirements. These policies and procedures are regularly reviewed and updated as part of our Quality Management System, and include:

Whistleblowing Policy;
Grievance Policy;
Code of Conduct;
Anti-Fraud and Bribery Policy;
Conflict of Interest Policy;
Equality, Diversity and Inclusion (EDI) Policy;
Skills and Apprenticeships Policy;
Social Value Policy;
Procurement Policy.

Our employees are required to uphold the Delivery Authority's Code of Conduct and sign adherence to this as part of our onboarding process. All colleagues are encouraged to submit anonymous feedback and seek support through our reporting guidelines contained in our Whistleblowing Policy.

Our supply chain partners are expected to maintain equally high standards of behaviour. We ensure that they can do this by confirming they have a suitable Slavery and Human Trafficking Statement in place and, with high-risk contracts, reviewing their application of it on a regular basis.

The Delivery Authority requires compliance with our policies and processes relating to Modern Slavery and Human Trafficking from sub-contractors, suppliers, and agency/interim staff. As part of our procurement processes, we have developed subject specific material to be included in our standard procurement templates and provisions addressing requirements relating to modern slavery and human trafficking are included in our standard contract terms.

The Delivery Authority has aligned its processes with [PPN 02/23 \(Tackling Modern Slavery in Government Supply Chains\)](#).

Governance

Legal compliance reporting is an established part of the governance and compliance framework of the Delivery Authority, and this encompasses the requirements of the Modern Slavery Act 2015. As such, progress against the implementation of measures to address modern slavery and human trafficking risks is monitored by the Risk Audit and Assurance Committee, who report to the board of directors of the Delivery Authority.



Training and Measuring Effectiveness

The Delivery Authority engaged Slave-Free Alliance (a social enterprise, wholly owned by anti-slavery charity Hope for Justice) in January 2022 to develop an eLearning module on Modern Slavery which launched in June 2022. Completion is mandatory for all staff within thirty days of joining. The learning outcomes ensure our staff:

- understand what we mean when we talk about 'modern slavery';
- recognise the indicators and understand how to report any suspicions or instances of forced labour or exploitation anywhere in our supply chain;
- are aware of the proactive steps the Delivery Authority is taking to tackle the problem of modern slavery in supply chains.

Bespoke training is also delivered annually to the Commercial team which is responsible for all procurement and contract management activity on behalf of the Delivery Authority.

Key Performance Indicators (KPIs) and Effectiveness

The KPIs we will use to track our progress are as follows:

Key Performance Indicator	2023-24	Note
1. Mandatory modern slavery awareness training completed by all staff within 30 days of joining.	●	100% completion rate as of 31 March 2024. Rate monitored by the Head of Procurement Processes & Assurance with any non-compliance being managed by the DA's Learning & Development team.
2. Commercial policies and processes remain aligned to the relevant procurement regulations and policy notes.	●	Fully aligned as of 31 March 2024.
3. Instances of suspected or reported modern slavery within the Delivery Authority's supply chain investigated and resolved.	●	No such issues reported or investigated.
4. All procurement exercises to have a modern slavery risk assessment carried out at Procurement Initiation Document stage, in line with the DA's Modern Slavery Risk Assessment Procedure.	●	All required assessments carried out.



5. DA Commercial staff to receive bespoke modern slavery training on an annual basis.	●	Training was delivered to the Procurement team but not to the Contract Management team. Bespoke training for the full team will take place once the Delivery Authority's Procurement Code has been updated to reflect the Procurement Act 2023 implementation and planned update to PPN 02/23.
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Progress Key: ● – Inadequate ● – Progressing ● – Good

Goals and outcomes

The following is a summary of the main modern slavery related activity (and outcomes) planned and undertaken by the Delivery Authority in the 2023-24 financial year:

2023-24 Activity	Outcome
1. Modern Slavery & Human Trafficking Policy publication	A Modern Slavery & Human Trafficking Policy (separate from the Procurement Policy) was published.
2. Modern Slavery Risk Assessment procedure update	The Delivery Authority's risk assessment procedure (aligned to PPN 02/23) was formalised and published.
3. Procurement Initiation Document (PID) update	The PID, which provides the required level of detail to initiate a procurement process, was updated. It now includes a mandatory requirement for the Sustainability team to review so that they can advise on opportunities to deliver benefits related to the R&R Social Value Strategy. Such opportunities may, dependent on what is to be procured, include tackling modern slavery and promoting ethical labour practices.



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Over the next financial year (2024-25) we will:

- embed our modern slavery processes within the updated Delivery Authority Procurement Code which reflects all the procurement law changes that flow from the implementation of the Procurement Act 2023.
- set the modern slavery requirements for our future [strategic partners](#) contracts.
- continue to build capability and awareness of modern slavery across the organisation.

We remain conscious of the need to inform ourselves of best practice in tackling Modern Slavery. In furtherance of this we maintain close links with the wider Parliamentary community through regular attendance at the UK Parliament Social Sustainability and Modern Slavery Working Group. Our policies and processes are continuously benchmarked against latest best practice as published by the Home Office and relevant Procurement Policy Notes as published by the Cabinet Office.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and was approved by the board of directors of the Delivery Authority on 24 June 2024.

David Goldstone CBE
Chief Executive, Restoration & Renewal Delivery Authority
05 July 2024