

## **Royal Society of Wildlife Trusts**

### **Modern Slavery and Human Trafficking Statement**

#### **Financial year ended 31 March 2026**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that the Royal Society of Wildlife Trusts (RSWT) has taken during the financial year ended 31 March 2026 to prevent modern slavery and human trafficking in our operations and supply chains.

#### **1. Our organisation and structure**

The Royal Society of Wildlife Trusts (RSWT) is the central charity of The Wildlife Trusts, a federation of 46 independent Wildlife Trusts across the UK, Alderney and the Isle of Man. RSWT supports the federation and delivers collective programmes including campaigning, fundraising, public engagement, policy advocacy, and shared services. RSWT also owns and operates part of the Rothbury Estate in Northumberland.

RSWT is a Royal Charter Company and UK-registered charity and employer.

#### **2. Our commitment**

RSWT has a zero tolerance approach to modern slavery and human trafficking. We are committed to acting ethically, transparently and with integrity in all our activities and relationships, and to implementing effective controls to ensure that modern slavery does not occur within our organisation or supply chains.

This commitment is set out in our **Modern Slavery Policy**, which was reviewed and updated in January 2026, approved through our governance processes and published on our website.

#### **3. Our policies and governance**

RSWT's approach to preventing modern slavery is supported by a suite of organisational policies and procedures, including:

- Modern Slavery Policy.
- Whistleblowing Policy.
- Safeguarding Policy.
- Anti-bribery and ethical conduct policies.
- Recruitment and other People and Culture policies (as detailed in the RSWT Staff Handbook).

These policies provide clear expectations for staff, trustees, contractors and suppliers, and establish routes for raising concerns safely and confidentially. Responsibility for oversight of modern slavery controls sits with the executive team, supported by the People and Culture team and reported through the Resources and Audit Committee and Council.

#### **4. Risk assessment**

We consider that RSWT's core operations present a low inherent risk of modern slavery, reflecting the nature of our work and workforce. However, we recognise that risk may arise in parts of our supply chain, including:

- Professional and consultancy services
- IT, digital and marketing suppliers
- Events, venues and logistical suppliers
- Construction, maintenance or land-based services procured by RSWT or in partnership with others
- International or complex grant-funded projects

We assess modern slavery risk proportionately as part of procurement, contract management and project due diligence, with increased scrutiny applied where risk indicators are present.

## **5. Due diligence in our supply chains**

To mitigate the risk of modern slavery, RSWT:

- Applies ethical and safeguarding considerations during supplier selection.
- Requires suppliers to comply with applicable laws, including the Modern Slavery Act 2015.
- Uses proportionate due diligence, including questions on labour practices where appropriate.
- Reserves the right to terminate contracts where serious concerns are identified.
- Embeds responsibilities for ethical conduct and lawful employment in contractual terms where relevant.

As the central charity of a federation, RSWT also seeks to share learning, policies and good practice with Wildlife Trusts to support consistent standards across the movement, while recognising their independent governance.

## **6. Our people**

RSWT is committed to fair, lawful and ethical employment practices. We:

- Recruit staff through transparent, merit-based processes.
- Verify the right to work in the UK for all employees.
- Provide access to whistleblowing and safeguarding reporting routes.
- Promote a culture in which concerns can be raised without fear of detriment.

Modern slavery awareness is embedded within our broader safeguarding, ethics and inclusion culture.

## **7. Training and awareness**

RSWT provides mandatory induction training and ongoing guidance for staff, which includes information on safeguarding and recognising potential exploitation risks. Relevant staff with procurement or contract management responsibilities receive additional guidance appropriate to their role.

## **8. Effectiveness and future steps**

We continue to review and strengthen our approach to preventing modern slavery.  
During 2026/27 we will:

- Keep our Modern Slavery Policy under review.
- Further embed modern slavery considerations into procurement processes.
- Strengthen insight and assurance relating to higher-risk supply categories where relevant.
- Continue to support learning and consistency across the Wildlife Trusts federation.

### **9. Approval**

This statement was approved by the Council of Trustees of the Royal Society of Wildlife Trusts and is signed on its behalf.

Signed:   
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Chair of Trustees, Royal Society of Wildlife Trusts

*Date: 18/5/2026*