

Modern slavery statement 2024/25

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Cancer Research UK's (CRUK's) modern slavery and human trafficking statement for the financial year ending 31 March 2025. Of our group companies, this statement covers the activities of Cancer Research UK Trading Limited and Cancer Research Technology Limited.

Introduction

Michelle Mitchell OBE



Image credit: David Vintiner

Cancer Research UK exists to beat cancer. We put people affected by cancer at the heart of everything we do, and our focus is on saving and improving lives through our research, influence and information. We strive to be a responsible organisation in achieving this.

We strongly oppose human slavery and trafficking. This statement sets out our commitment and approach to identifying, preventing and eliminating modern slavery and human trafficking in our operations and supply chains – locally and globally – and details the progress we have made in the last year.

Where modern slavery risks are potentially greater, we take additional steps to monitor them. We have a training programme for staff who are deemed to be in higher-risk areas of the charity and have updated our

processes to enable better tracking and oversight of training compliance.

Our policy framework ensures we have the right controls in place to mitigate modern slavery risks. We have refreshed our requirements on working with suppliers to ensure stricter checks that they comply with the Modern Slavery Act. We have also collaborated with major UK research funders to initiate a pilot programme to assess compliance of host institutions with our grant conditions and funding policies, including their obligations on modern slavery.

In addition to reporting annually on modern slavery risk to our Executive Board and Council of Trustees, we will regularly assess our organisational performance against our commitment on modern slavery, reporting any risks or issues to our Operational Risk Committee.

We will continue to roll out our awareness programme to train staff and volunteers on modern slavery, as well as further exploring how we assess and engage with our suppliers. In the UK, we will also expand the joint funders' assurance pilot and continue to work in partnership with other UK research funders.

At Cancer Research UK, we remain committed to playing our role in the critical fight to eliminate modern slavery and human trafficking worldwide.

A handwritten signature in black ink, reading 'M. Mitchell'.

Michelle Mitchell OBE
Chief Executive

Our approach to managing modern slavery risk

This statement details our current approach to identifying, preventing and mitigating modern slavery in the following six areas:

- 1. Organisation and supply chains
- 2. Policies
- 3. Due diligence
- 4. Risk assessment
- 5. Training
- 6. Key performance indicator

Organisation and supply chains

Cancer Research UK (CRUK) group structure



A subsidiary of CRUK Group focused on fundraising retail activities.

A subsidiary of CRUK Group. Our specialist oncology drug discovery, development and commercialisation company.

Cancer Research UK is a registered charity in England and Wales (1089464), Scotland (SC041666), the Isle of Man (1103) and Jersey (247). It is a company limited by guarantee, registered in England and Wales (4325234) and the Isle of Man (5713F) with its registered address at 2 Redman Place, London, E20 1JQ. Cancer Research UK is governed by our Council of Trustees who:

- set the Charity’s strategic direction
- oversee the delivery of our strategy and objectives in line with our organisational values and governance
- guide, advise and support our chief executive, who leads our Executive Board

The Council has several committees, including our Audit and Risk Committee, which is responsible for ensuring we have effective governance and risk management controls in place. The day-to-day running of the Charity is the responsibility of our chief executive and Executive Board.

Our Executive Board manages our approach to being a responsible organisation, including human rights and modern slavery. We have an internal modern slavery working group which oversees our anti-modern-slavery processes, helping us to achieve our objectives and meet our obligations. Our working group convenes at least quarterly to discuss progress against our annual plan and roadmap, as well as to share knowledge, lessons learned and any developments relevant to their area of the organisation. This group is chaired by our sustainability and ESG lead and reports to our Operational Risk Committee, which reports to our Executive Board and onto our Audit and Risk Committee.

Our key activities [1]

Research

The world-class research we fund in our labs and through awarding grant funding to the best researchers and institutes.

Operations

Activities which support the running of Cancer Research UK, such as finance, IT and human resources.

Fundraising

Activities other than retail which raise funds, such as events, corporate partnerships and philanthropy.

Trading

Retail activities which raise funds, including our 579 stores, online site and marketplaces.



2
offices



611
events

520
stores



45
superstores

1

online shop



4

online marketplaces



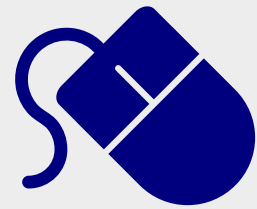
3
distribution
centres



4
laboratories



£422^m
spent on cancer
research this year



48 million
people accessed our
About Cancer webpages this year

1 This reflects sites operated wholly by Cancer Research UK. Several of our sites are operated by third-party suppliers on our behalf (these are included in the supply chain structure) or shared spaces with other partners, for example certain laboratories.

Our people

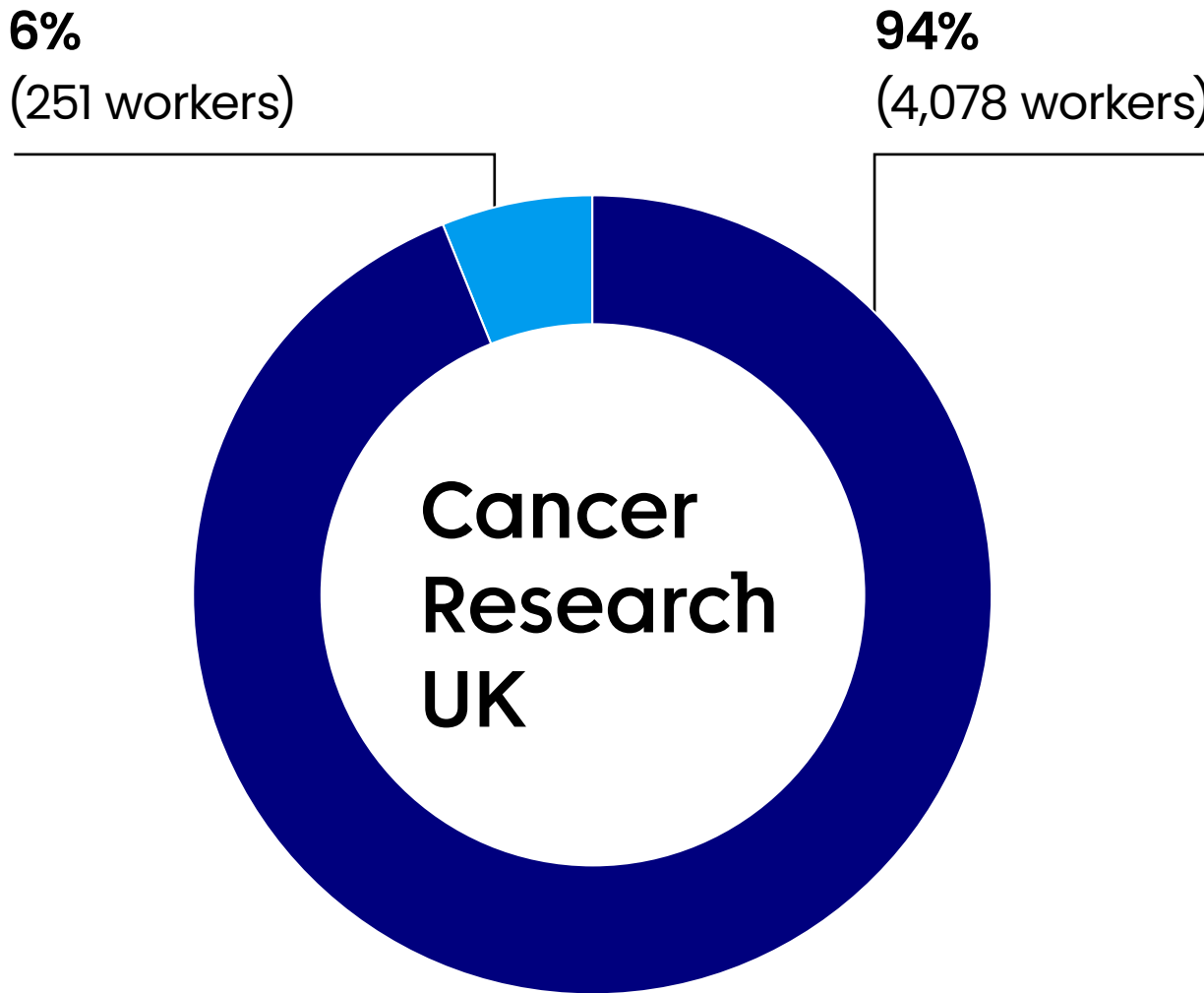
In most cases, our people are located in the sites wholly operated by Cancer Research UK noted above or work remotely. However, some of our people may also be located on partner sites (for example partner laboratories) or locations operated by third-party suppliers on our behalf.

Permanent workers

Most permanent workers are based in the UK and work in our offices, shops, research institutes and warehouses.

Temporary workers

Temporary workers include agency workers, contractors and consultants who work across a variety of functions, including fundraising events, stores, customer services and warehouses.

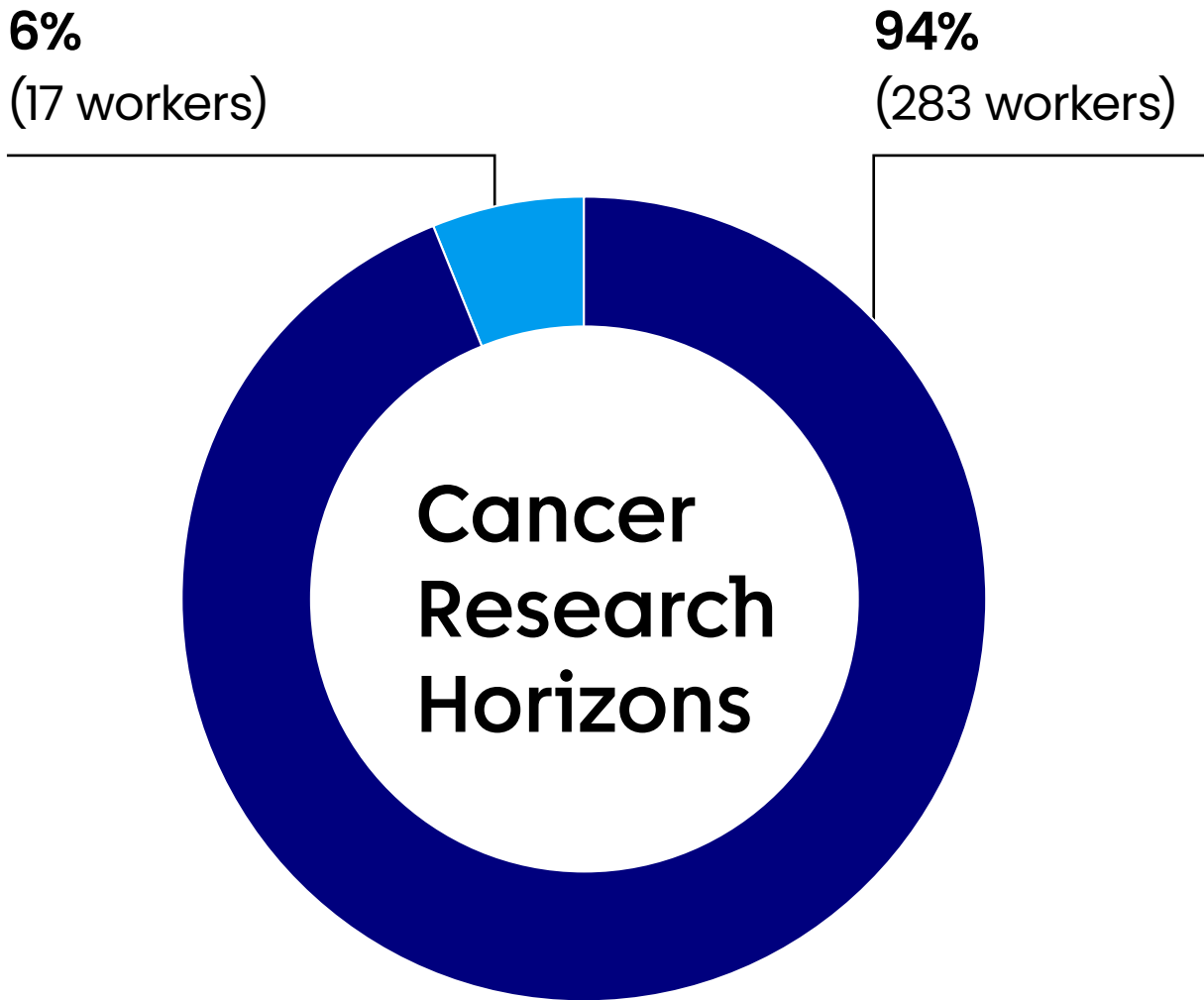


Policies

Following the rollout of our refreshed policy framework in 2023/24, we're continuing to work across the charity to ensure our policies and requirements remain current.

Our policy framework is made up of a Code of Conduct, Code of Ethics and nine key policies, with supporting requirements, learning resources, processes and guidance. Our Supplier Code of Conduct is a set of mandatory standards that all our suppliers must comply with, including provisions to help us prevent and mitigate modern slavery risks.

We regularly review and refresh our policies and requirements to ensure they remain current and aligned to our organisational need.



Of the policies and requirements in our framework, a number of them inform how we act responsibly in managing our people, operations and supply chain. These include our Policy on Dignity at Work in Research; Research Grant Conditions and Dignity at Work; Equality, Diversity and Inclusion; Health, Safety and Welfare; Fundraising Responsibly and Safeguarding policies. These are supported by our mandatory requirements which include Recruitment and Selection; Fraud, Theft, Bribery and Corruption; Whistleblowing; Working with Suppliers and Working with Partners, all of which support our staff in ensuring they work in a legal and ethical way. Our key policies are reviewed regularly and updated at least every three years.

Last year, we refreshed our Working with Suppliers requirement, which provides greater clarity to all our staff on the things they must do when working with third parties. This includes performing due diligence checks prior to working with any third party to check that potential suppliers take steps to ensure no forced labour is carried out within their supply chain, as well as confirming their adherence to our Supplier Code of Conduct. Our Supplier Code of Conduct requires all our suppliers to comply with all applicable laws as a minimum, including the Modern Slavery Act 2015.

Our Operational Risk Committee oversees our policy framework and the work of the modern slavery working group. Our modern slavery working group also comprises representation from the teams who oversee our policies and requirements. This helps to ensure our policies and approaches to combating modern slavery remain aligned.

Due diligence

We continue to focus on areas of our organisation and supply chain where modern slavery and human trafficking risks are potentially greater. These are:

- the staff and personnel we recruit directly
- our grant-funded activities
- the third-party suppliers we work with

Our Human Resources function operates a series of processes and controls to help ensure all right-to-work checks are undertaken for permanent and temporary staff.

Last year, as part of a group of major UK research funders, we successfully piloted a new joint funders' assurance approach to monitor the compliance of host institutions we fund with our grant conditions and funding policies. Institutions provided their modern slavery organisational policies which were all reviewed by Cancer Research UK and other funders.

Over the past year, we've made substantial strides to improve our supplier relationship management processes, resulting in the creation of a more rigorous and robust framework. This new framework is supported by comprehensive guidance that will help the organisation effectively assess risks and engage with our suppliers, and directly informs our due diligence procedures for new and existing suppliers.

Risk assessment

Our Operational Risk Committee, chaired by our Chief Operating Officer, oversees relevant projects and framework initiatives that aim to improve management of the Charity's primary operational risks. The committee has oversight of any risks related to modern slavery and receives a quarterly update on how we're managing our approach.

This year, we formally separated and documented modern slavery risk as a standalone risk item in our risk universe. This embeds modern slavery as an area of focus as part of our organisational approach to risk management, which includes biannual risk reporting to our Executive Board and Council of Trustees in which we assess our current risk exposure and assess the status of the risk against our risk appetite. At the end of 2024/25, Cancer Research UK assesses that we are within our risk appetite for modern slavery risk.

In 2024/25, we also more clearly defined our risk thresholds as they pertain to modern slavery and agreed which teams we consider higher risk than others. This more refined definition will help us establish and maintain better controls for identifying and mitigating modern slavery risks across our charity – particularly in areas like recruitment and engagement with third-party suppliers. The definition also allows us to better identify and engage with teams and individuals to provide modern slavery training.

Training

We continue to roll out a training programme for staff who are deemed to be in a higher risk area of the organisation as it relates to modern slavery. Training focuses on enabling individuals to spot the signs of modern slavery and escalate any suspected issues to the central support team. In 2024/25, we expanded and rolled out mandatory training for more of our staff who deliver and support our fundraising events.

We aim to train individuals in high-risk areas at least every two years. In 2024/25, a new process was developed and rolled out to enable better tracking and oversight over training compliance, and to more regularly identify new joiners to high-risk teams and ensure they are promptly trained.

In addition to mandatory training for individuals in high-risk areas, optional modern slavery training is available on our central learning platform for all staff with access to computers and our network. At the end of 2024/25, 475 people had undertaken the optional training. Between those who took the mandatory and optional training, 1 in 5 of our people have been trained on modern slavery in the past year.

Key performance indicator

This year, we’ve retained our key performance indicator on training from last year. Over the past year this fell to 94%. This is largely down to a number of new joiners who are scheduled to be trained in the first quarter of our financial year.

	2023/24	2024/25
Percentage of colleagues working in high-risk areas trained in modern slavery	100%	94%

Key activities for 2025/26

We will continue to monitor legal and regulatory developments to ensure that we assess and adopt any new or changing requirements, such as the UK Government’s response to the recent report from the House of Lords Modern Slavery Act 2015 Committee. We will use international legislative and regulatory developments on modern slavery to identify best practices for us to consider in the delivery of our roadmap of activity for the year ahead.

We will also continue to seek expert third-party advice and guidance where necessary to ensure that our organisation continues to implement appropriate measures to identify, prevent and mitigate modern slavery.

In addition, the charity’s modern slavery working group will continue to proactively deliver on our roadmap of activity:

1. We will build upon work in 2024/25 to improve our supplier relationship management processes. Our aim this year is to roll out and embed this framework into our organisation, and in

doing so establish more effective controls to combat modern slavery within our supply chains.

2. We will continue to work in partnership with other UK research funders to roll out the joint funders’ assurance approach, helping to ensure that the research we fund also has the right controls in place in line with our **Grant Conditions**.
3. We will continue to roll out our awareness programme to train staff and volunteers on modern slavery, and track and report it through enhanced processes and tools. This will be supported by a review and refresh of our training materials.
4. We will review our escalation processes to ensure they are clear and understood.
5. We will regularly assess our organisational performance against our modern slavery risk appetite, define a risk appetite statement and continue taking preventative and corrective actions. We will report this to our senior management and Council of Trustees.



This statement has been formally approved by the Trustees of Cancer Research UK and signed on their behalf.

A handwritten signature in black ink, appearing to read 'Sim Stevens', with a short horizontal line underneath.

Lord Simon Stevens
Chair, Cancer Research UK
25 June 2025