

Modern Slavery

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes the RHS' modern slavery and human trafficking statement for the RHS (including its trading subsidiaries, RHS Enterprises Limited and RHS Special Events Limited) in relation to the financial year ending 31 January 2019.

The RHS is committed to ensuring modern slavery is not present in its supply chains and has introduced, and will continue to develop, policy and procedures to manage the way it obtains goods and services to keep its supply chains robust.

Over the last year, the Society has undertaken a risk-based approach to working with higher risk suppliers, under which we have prioritised retail (including licensing) and shows. We have introduced and communicated a revised ethical trading policy and have asked all retail suppliers to confirm that they are compliant with our expectation that their supply chains are free from Modern Slavery. We have also included contractual obligations in key supplier contracts for our flower shows. These two processes are now being rolled out to other suppliers, again according to the risk-based approach.

Our People Team are refining training on Modern Slavery and will roll this out across the Society as required in the coming months to continue to raise awareness and ensure that relevant staff are aware of our obligations and their role in ensuring the RHS and our supply chains are free from Modern Slavery. This builds on and will reflect, other relevant policies that are in place, such as our Ethical Investments Policy.

The RHS only operates within the UK and we ensure that all of our workers are eligible to work in the UK.

The majority of our workers are employed directly; where on occasion we utilise agency workers, we ensure the same checks are undertaken by the agency. We ensure we pay all workers at or above the National Minimum Wage. We have clear policies on grievance and whistleblowing together with an employee consultative group called RHS Voices, through which employees can raise matters of concern. Our Employee Assistance Programme also provides staff with a secure way of seeking advice about any modern slavery or human trafficking issues personally affecting them or their families.

We are committed to ensuring that the above programme of work is effective, and to remaining vigilant to ensure we identify other improvements that may be necessary, and will, therefore, programme an Internal Audit of our progress in relation to Modern Slavery in 2019/20.

Approved by the RHS Council on the 25 June 2019 and the Boards of RHS Enterprises Limited and RHS Special Events Limited on the 26 June 2019. Signed by Sue Biggs, Director General.