

# Lanman Museum Anti-Slavery Policy Statement

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Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The Lanman Museum has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

The Lanman Museum Board of Trustees expects the same high standards from all of our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards. This policy applies to all persons working with us or on our behalf in any capacity, including volunteers, self-employed contractors, third-party representatives and business partners.

The Lanman Museum Board of Trustees has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The Lanman Museum has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Any comments, suggestions and queries on this policy are encouraged and should be addressed to the Board of Trustees of the Lanman Museum.

## **Compliance with the policy**

All trustees must read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our supply chains is the responsibility of all those working for us or under our control. Trustees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

The Lanman Museum Board of Trustees must be notified as soon as possible if there is a belief or suspicion that a conflict with this policy has occurred or may occur in the future.

The Lanman Museum Board of Trustees aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out

to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

**Breaches of this policy**

Following an investigation, any Trustee or volunteer or trustee who breaches this policy may have their relationship with the Lanman Museum terminated.

**February 2026**