

Slavery and Human Trafficking Statement (For the financial year ending 31 December 2022)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Port of London Authority's Slavery and Human Trafficking Statement for the financial year ended 31 December 2022. The statement was been approved by the Audit and Risk Committee at its meeting on 11/04/23.

Introduction

The PLA has zero tolerance towards modern slavery of any kind and we do not believe it exists within the PLA or its area of responsibility. Despite this, we will continue to develop our approach and practices to better detect and eradicate any non-compliant activities that are found.

A description of the PLA's business can be found in Annex A.

Procurement

We have a supply base of over 1,500 companies which provide a wide variety of goods and services to support our operations. Over 98% of these suppliers are UK based. Our supply chain is controlled through an Approved Supplier List (ASL) with no suppliers on that list residing in countries identified in the 'Walk Free Foundation's Global Strategy Index' as high risk.

To further support our stance on this matter, we ensure that any personnel employed on new sub-contracts receive a minimum of National Living Wage (and London Living Wage where applicable).

Our Policies on Slavery and Human Trafficking / our own Business

We make our best endeavours through:

- Acting with integrity and ethically in all business relations
- A regular audit of key suppliers
- A regular audit of our own practices and policies

These measures help the PLA to prevent direct involvement with slavery and human trafficking and alert the appropriate authorities should we suspect any such activity while carrying out our responsibilities.

We are committed to protecting the human rights of employees and third parties. As a responsible, ethical organisation, we fully support the principles of the Human Rights Act and all associated legislation.

Risk of Slavery and Human Trafficking

Within our direct employee group, agency and contract staff under our direct supervision, the risk of slavery or human trafficking occurring is extremely low.

Third party product or service suppliers operating in markets where the risk of modern slavery is deemed to be higher (ie textiles for clothing) are subject to additional audits and controls to minimise, as much as possible, the risk or probability of PLA being associated with these illegal activities.

Due Diligence Processes

Purchases are made from suppliers on our approved supplier list (ASL). A facility does exist to work outside that but only with prior approval and assessment by a central procurement team.

Adherence to PLA policies and regulations, including the Modern Slavery Act 2015, is referred to in section 1.1 of our standard terms and conditions of purchase and included in every purchase order issued. It is also referenced within our supplier code of conduct, acceptance of which is a required condition for entry and continued existence on our ASL.

Training

The creation of a central procurement team has allowed a more controlled and dedicated focus of the suppliers we use and ensuring that these measures are adhered to.

The team, as a result of regular awareness training, are able to guide the business on the requirements of the Modern Slavery Act and use of suppliers for products and services required, with additional guidance available on the company intranet if required.

Our effectiveness in combating Slavery and Human Trafficking

We will use the following key performance indicators to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Regular compliance assessment of key suppliers
- Regular audits of any areas deemed higher risk or where concerns have been raised
- Number of reported suspicious situations

Seafarers

The PLA is aware of pending legislation which gives responsibility to ports of sea-farers wages (subject to qualifying criteria as defined in the act). The PLA is working with operators and shipping lines to ensure that all parties are compliant with this obligation by the time the law comes into effect, if not sooner.

Robin Mortimer
Chief Executive
Port of London Authority
11 April 2023

Annex A – Organisation structure and business

The Thames is the UK's busiest inland waterway and the Port of London is one of its busiest ports. Created in 1909 by an Act of Parliament (The Port of London Act), the Port of London Authority (PLA) is harbour and navigation authority for the tidal Thames, which covers 95 miles, from Teddington Lock in the West to the North Sea in the East.

Operating as a 'Trust Port', we hold the Thames in trust for future generations. We have no shareholders; all profits are reinvested in the business and to the benefit of the stakeholders that we serve.

The PLA's principal operations, carried out by a team of some 360 employees are:

- Overseeing navigational safety
- Providing pilotage services
- Marine services
- Licensing river works
- Property/estates management

The PLA's main base is in Gravesend, with a small executive/harbour masters office in London. Our annual turnover is in excess of £50 million.