



Modern Slavery Statement 2020

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by the Raspberry Pi Foundation, its trading subsidiary Raspberry Pi (Trading) Limited, and other relevant group companies (Raspberry Pi group) during year ending 31 December 2020 to prevent modern slavery and human trafficking in its business and supply chains.

Introduction

This is our first statement setting out our zero tolerance to slavery and human trafficking, and the actions we are taking to combat modern slavery in the work we do, our business, and our supply chains. Slavery and human trafficking can occur in many forms such as forced labour, child labour, domestic servitude, sex trafficking, and related forms of workplace abuse. In this statement we use the term “slavery and human trafficking” to include all forms of slavery, servitude and forced or compulsory labour, and human trafficking.

Who we are

The Raspberry Pi Foundation is a UK-based educational charity working to put the power of computing and digital making into the hands of people all over the world. We want more people to be able to harness digital technologies for work, to solve problems that matter to them, and to express themselves creatively. We are part of the Raspberry Pi group that includes our trading subsidiary, Raspberry Pi (Trading) Limited (RPTL). RPTL makes low-cost, high-powered computers available to people and businesses all over the world. In June 2019 RPTL launched the latest iteration of our flagship product, the Raspberry Pi 4 computer.

The Raspberry Pi group has a global annual turnover of £45m, and has over 200 employees worldwide.

Our business and supply chains

Our key focus for 2019–2020 has been on formalising the requirements we place on our supply chain in the commercial arm of our business. RPTL has a strong ethical history of only working with suppliers that operate with honesty and integrity, and share its values of fairness, respect, equality, dignity, and autonomy for all. RPTL expects all organisations doing business with it to adhere to the principles regarding people, the market, the company, and the environment as set out in the Code of Ethics for partners. The Code of Ethics incorporates a whistle blowing policy to encourage people to inform RPTL of any concerns regarding any behaviour that may not be in accordance with the principles set out in the Code.



In 2020, RPTL also formally required all its direct and indirect suppliers and manufacturing partners to adhere to its Supply Chain Code of Conduct and is in the process of auditing their compliance. The Code of Conduct requires suppliers to uphold the policies of RPTL and all applicable laws concerning respect for human rights, environmental conservation, and the safety of products and services.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. In addition to our Supply Chain Code of Conduct, RPTL has adopted the Responsible Business Alliance Code of Conduct, reflecting our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. RPTL has required all its suppliers to adhere to this Code.

RPTL has also rolled out an updated reseller agreement to all its approved resellers. Under the terms of the new contract, resellers contractually commit to complying with the Modern Slavery Act 2015 and having in place policies and procedures to ensure compliance with the Act. Breach of this clause by the reseller gives RPTL the right to terminate the agreement with immediate effect.

Due diligence processes

As part of its initiative to ensure that RPTL's resellers comply with our Supply Chain Code of Conduct, RPTL is in the process of auditing its resellers. RPTL takes a risk-based approach to such an audit, with the extent of work undertaken dependent on the level of risk associated with the activity, particular organisation, and jurisdiction. An audit may include one or a combination of the following:

- Desk-based review of the reseller's publicly available policies and processes;
- Independent approval by one of RPTL's third-party manufacturers (provided that the third-party manufacturer has standards that meet or exceed the requirements of the RBA code of conduct); and
- Onsite audit by RPTL or its nominated independent auditor.

We recognise that the electronics manufacturing supply chain is an area of higher risk of slavery and human trafficking. We procure materials and component parts for Raspberry Pi products from suppliers located throughout the world, including some higher risk jurisdictions such as Cambodia and India. This is why we have invested our time and efforts on trying to prevent slavery and human trafficking in our supply chain and ensuring that our suppliers adhere to the RBA Code of Conduct.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- Monitor potential risk areas in our supply chains.



Raising concerns in the Foundation

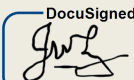
The Raspberry Pi Foundation has in place a whistle blowing policy: *Speaking up at the Raspberry Pi Foundation*. We work hard to ensure that all our working environments are safe spaces where people feel respected and valued. As part of that commitment we have policies, procedures, and training that aim to prevent any of our trustees, employees, consultants, or volunteers acting in a way that is unsafe, unethical, unlawful, or inconsistent with our values. We want anyone associated with the Foundation or our activities to feel comfortable in raising concerns directly or anonymously.


Next steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains and other partners, we intend to take the following further steps to combat slavery and human trafficking:

- Complete the audit of all of our resellers' adherence to our Supply Chain Code of Conduct;
- Review the whistle blowing arrangements for RPTL;
- Review the Foundation's charitable funding arrangements (both inbound and outbound) to ensure that our partners commit to our values concerning anti-slavery and human trafficking;
- Improve our training so that our employees better understand the issues around modern slavery and human trafficking and how these may impact our business; and,
- Review our contractual templates to ensure that these contain commitments to comply with the Modern Slavery Act.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year ending 2020. It was approved by the boards of RPTL and the Raspberry Pi Foundation.

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Chair, Raspberry Pi Foundation
Date: 01 February 2021

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Chair, Raspberry Pi (Trading) Limited
01 February 2021