







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 light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate 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.

The University sees a natural synergy between its actions in relation to the Modern Slavery Act and others related to human dignity, liberation and respect.

Equality, Diversity and Inclusion Committee oversees this area and reports to Council.

The safeguarding of Human Rights in the supply chain forms part of our Procurement Policy and we manage expenditure robustly in line with this policy. We purchase a wide range of goods, works and services every year and are committed to enforcing effective controls to minimise the risk of Modern Slavery taking place.

Annually, we undertake an assessment of our expenditure to identify higher-risk commodities and suppliers. We use this assessment to target activity where it can have most impact. Our centralised procurement model allows us to widely implement terms and



- Furniture. Around 70% of spend subject to additional commitments;
- Uniforms/Clothing. Additional commitments on around 50% of expenditure.

Modern Slavery can take many forms including forced labour, child labour and human trafficking. The procurement team take the following actions to mitigate these in higher-risk areas:

- Include our standards in tender documents and contracts;
- Ensure that key suppliers have anti-Modern Slavery policies in place;
- Make use of expert insight of Electronics Watch, an organisation that audits manufacturing sites across the world;
- Collaborate within the HE Sector via the NETpositives Supplier Engagement tool to record supplier sustainability activities.

We participate in a national Responsible Procurement Group to access best practice resources and training for procurement professionals and other members of staff involved in purchasing. All procurement staff must complete training on Protecting Human Rights in the supply. In addition, we have delivered training to over 450 other staff involved in the purchasing process. The Head of Procurement is the named contact point for any member of staff wishing to raise concerns about a supplier.

We have a long-established compliance check to provide assurance that the suppliers we work with comply with the Modern Slavery Act. In 2022/23, we extended this to key Tier 2 suppliers and will extend this further in 2023/24.

Having identified our higher-risk areas some years ago, we update this annually and agree which areas and suppliers are subject to additional review. We use the sector-wide tool to engage with suppliers and collect this information.

Sustainability Checklists are mandated for all tenders in high-risk commodity areas. The checklists are used to inform selection and award criteria and as part of the ongoing contract review process.

In 2022/23 we returned to face-to-face training of staff involved in purchasing in addition to the online training delivered in recent years. Raising awareness through training is a core part of our operations and will continue through 2023/24. Regular advanced training is mandated for the central Procurement team.



We continue to play an active role in the management of sector-wide frameworks agreements and to promote them within our institution. These contracts contain specific human rights protection and anti-trafficking obligations on suppliers and leverage the expenditure of the entire sector.

*Alitau Sord*

Pro-Chancellor and Chair of Council

24 November 2023