

## Modern Slavery and Human Trafficking Statement 2018-19 Financial Year

The University is committed to ensuring that slavery and human trafficking is not taking place in its supply chain in line with the Modern Slavery Act 2015. As a values based institution, the University condemns morally bad practices and expects all of its business partners to live up to and adhere to the principles set out in the anti-slavery legislation. The actions taken by the University in this financial year to meet the objectives include:

- Oversight of the management of risks of modern slavery and human trafficking in the supplier chain is provided by a nominated senior manager, the Dean of Social and Applied Sciences, as part of his role of chair of the Sustainability Strategic Management Group.
- A separate working group, chaired by the Director of Finance, has met during the year to identify risks. As a result of risk analysis a full policy review is underway, and where required, modifications will be made to ensure that all relevant University policies identify how they support compliance with the Modern Slavery Act.
- The working group is establishing Key Performance Indicators to identify progress in meeting the requirements of the Modern Slavery Act.
- The working group has taken forward actions in year to identify and introduce training resources for staff. A full training programme will be made available to all relevant staff in 2020.
- The University's Modern Slavery and Human Trafficking Statement has support of the full Governing Body, and was presented for approval at the Governing Body meeting on 26 November 2019.
- Due diligence has been completed for all significant tender exercises, including a statement from the supplier confirming how they meet the requirements of the Modern Slavery Act 2015. If the goods or services being purchased have a high risk of labour rights violations (including but not limited to: clothing; IT equipment, and construction works) then additional questions on compliance have been raised as part of the tender process.
- The University's Procurement team has provided support and guidance to all areas of the University that engage with suppliers to procure goods and services, reporting any non-

compliance of policy requirements to the relevant Senior Manager.

- The University's Governance and Legal Services team reviews contractual terms and conditions of all draft agreements to ensure provision is made relating to Modern Slavery Act compliance.

The Unitemps temporary staffing agency operates under franchise by the University's subsidiary. The agency falls outside of the scope of the modern slavery legislation, but on a voluntary basis the agency complies with the requirements of the Modern Slavery Act. The actions taken by the agency are monitored by the Branch Manager, and include:

- Client terms of engagement require the client to comply with the requirements of the Modern Slavery Act.
- Additional requirements are that all external clients must comply with all applicable anti-slavery, forced and compulsory labour, and human trafficking laws, statutes and regulations in force.
- External clients must have and maintain their own policies and procedures to ensure compliance and enable them to enforce them where appropriate.
- The high risk areas for agency staff are extended to include work where a gang master's licence is required. No Unitemps agency workers will be engaged in this high risk sector.

The University continues to expand its knowledge of the supply chain and works proactively with all managers, budget holders and staff engaged in procurement activity to build on their understanding of the requirements of the Modern Slavery Act. This forms part of the University ongoing commitment to ensuring all vulnerable staff, students and those working in the supplier chain are safeguarded against exploitation in all forms.

**Approved and signed on 26 November 2019 by:**

A handwritten signature in black ink, appearing to read 'Rama Thirunamachandran', with a stylized flourish at the end.

**Professor Rama Thirunamachandran**  
**Vice Chancellor**