

## **Modern Slavery Act 2015: Modern slavery and human trafficking statement**

Revised 16<sup>th</sup> February 2018

### **Introduction**

The University of East Anglia was founded in 1963 as one of the wave of new universities established in the 1960's, receiving its Royal Charter in January 1964. Over 50 years on, the University has become a leading teaching and research institution with an annual income of around £267 million. The University attracts significant levels of funding from research organisations and Government.

The University delivers higher education to over 16,500 students at undergraduate and postgraduate level in 19 Schools of Study. The University also engages in activity overseas from delivering programmes and research in foreign institutions to conducting recruitment and marketing activity abroad.

The University employs over 4,200 staff, of which over half are support staff.

### **The Statement**

At the University of East Anglia, we are committed to protecting and respecting human rights and have a zero-tolerance approach to slavery and human trafficking in all its forms.

This statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015, by informing our suppliers, students, staff, and the public about the University and its policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

We recognise that modern slavery is a significant global human rights issue. Our commitment starts from protecting and respecting human rights and taking action to prevent slavery and human trafficking in all its forms. We will act ethically and with integrity in all our relationships, and use all reasonable endeavours to take action directly and within our sphere of influence to ensure slavery and human trafficking is not taking place.

The statement sets out the steps taken in the financial year 2016/17 to prevent forced labour and slavery in our supply chain, our own operations and through involvement with our business partners. In line with Home Office guidance we aim to make progress over a period of time across a broad range of potential exposures and these first years of reporting set out the steps which have been our first priority under this new legislation. These are focussed around our conventional procurement activity and are part of a broader and longer term intention to focus our actions in other areas of our business including contractual relationships and partnerships with other organisations that fall outside of the conventional procurement and supply chain activity.

The University's supply chains mainly fall under five categories, which are:

- Science, Technical, Engineering and Medical goods and services
- Professional services
- ICT equipment and services

- Estates goods and services
- Catering supplies

The principal areas which carry material risks are office supplies, laboratory consumables, ICT and AV equipment, catering supplies and uniform, and some estates services, such as cleaning and security services. The majority of these items are purchased under the Southern Universities Procurement Consortium (SUPC) who fully support the Act. Their statement and further information on how they ensure compliance with the Act can be found via the link below:

<http://www.supc.ac.uk/images/documents/SUPCStatementonModernSlavery.pdf>

Many of the SUPC suppliers in these higher-risk areas will be asked to commit to the Base Code of the Ethical Trading Initiative (ETI) and SUPC work to persuade all suppliers in these categories to support these initiatives. The ETI Base Code is founded on the conventions of

the International Labour Organisation (ILO) and is an internationally recognised code of labour practice.

<https://portal.uea.ac.uk/documents/6207125/12440059/Purchasing+Policy+Sept++2015.pdf/e685baa5-7355-4a07-9d71-630cf555dd47>

### **Our policies and actions to prevent slavery and human trafficking**

The University has taken the following actions:

- Within our supply chain for the provision of goods, services and works we include in all of our tendering exercises that are managed through our Central Procurement Team questions to suppliers related to slavery and human trafficking;
- Our Catering outlets provide Fairtrade/Rain Forest Alliance certification tea and coffee as standard offerings;
- We require all potential new staff attending an interview at the University to provide documentation to demonstrate their right to work in the UK;
- We advertise all vacant posts in an open environment either internally or externally;
- Worked to identify and assess potential risks in our supply chain using the Anti-Slavery International “Products of Slavery and Child Labour” map;
- We have raised awareness of modern slavery with staff through communications from the Central Procurement Team.
- We have amended our Procurement Policy to include Modern Slavery and Human Trafficking statement.

Compliance with the Act is incorporated into the pre-qualification criteria for all tendering activity advertised in the European Journal as well as full acceptance of the University’s terms and conditions. In instances or markets where a higher risk is identified, additional qualifying criteria will be included in any evaluation process.

We have a published University Procurement Strategy which displays our principles and practices in the acquisitions of goods, services and building works, and outlines how we take steps to ensure an ethical procurement approach.

The University is an affiliate member of the Worker Rights Consortium. We have written factory disclosure clauses into new apparel contracts. The Procurement Team have been working with existing suppliers to gather factory disclosure information.

The University commits to developing a better understanding of its supply chains and working towards greater transparency and responsibility towards people working within them. During 2017/18, in addition to continuing the work outlined above, we will focus in particular on the following:

- Providing training on modern slavery risks for relevant groups of staff.
- Embedding modern slavery requirements in University standard Terms and Conditions relating to the Purchase of Goods and Services
- Continue to integrate wider ethical considerations in relation to sources of research funding
- Develop a University policy on Slavery and Human Trafficking;
- Work with our current and potential suppliers to ensure they are compliance with the Modern Slavery Act 2015

This statement has been approved and published by the Vice Chancellor and will be reviewed at least once annually. Any queries concerning the statement should be directed to the University's Director of Finance.