

## Statement on Modern Slavery 2019.

### Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and constitutes the slavery and human trafficking statement of the University of East Anglia. It will replace our previous statement, published in February 2018.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking and are committed to ensuring that they are not taking place in our supply chains or in any parts of our business.

The statement sets out the steps taken in the financial year 2017/18 to prevent slavery and human trafficking 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 are being 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>

The University Purchasing policy has been updated and reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls, including in relation to combatting modern slavery and human trafficking in our supply chains.

### 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.

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 we intend to take the following further steps:

- Continue to identify and assess potential risk areas in our supply chains.
- Continue to establish how to mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Continue to monitor potential risk areas in our supply chains and consider proportionate ways to ensure compliance by our suppliers.
- Consider appropriate, effective and proportionate ways of raising staff awareness.
- Provide input on the above referred to policies which are in development.

### **Our policies on slavery and human trafficking**

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.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff. We will require our business partners to provide training to their staff and suppliers and providers.

### **Our effectiveness in combating Slavery and human trafficking**

We have appointed an independent third party, Net Positives, to conduct an externally facilitated review to bring insights on ways to we can tackle slavery and human trafficking. Net Positives uses appropriate KPIs 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.

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