The purpose of this document is to provide an update on how the University of East Anglia is taking forward our commitment to addressing Modern Slavery and Human Trafficking.

Our Modern Slavery and Human Trafficking Statement states that the University of East Anglia is committed to protecting and respecting human rights and has a zero-tolerance approach to slavery and human trafficking in all its forms. This first report sets out the steps we have taken and our priorities:

+ To update our procurement processes to reflect the importance of the Modern Slavery legislation
+ To ensure our supply chain has been made aware of our policy with regard to the Modern Slavery Act
+ To promote best practice on approaches to Modern Slavery awareness throughout our supply chains
+ To report annually on non-compliance identified within our supply chain and actions taken

As well as making good progress on these targets, we have been able to set a baseline for future engagement with our supply chain.

Like most universities we purchase goods, services and works from a wide range of suppliers and from a number of categories, which have been identified as high risk in terms of the potential for Modern Slavery. These include but are not limited to:

+ Office Supplies
+ Estates - Cleaning & Security Services
+ Catering Supplies & Uniform
+ ICT & AV Equipment
+ Laboratory Consumables

**WHAT HAVE WE DONE?**

**PROCUREMENT PROCESS**

+ We include questions to suppliers related to slavery and human trafficking in all of our tendering exercises managed through the Central Procurement Team.
+ Our Catering outlets provide Fairtrade/Rain Forest Alliance certification tea and coffee as standard offerings.
+ We have amended our Procurement Policy to include a Modern Slavery and Human Trafficking statement.
+ When procuring from established frameworks, Modern Slavery compliance issues are covered by the Purchasing Consortium.

**STAFF DEVELOPMENT**

+ 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 have raised awareness of Modern Slavery with staff through communications from the Central Procurement Team.

**SUPPLIER ENGAGEMENT AND DEVELOPMENT**

+ We have worked to identify and assess potential risks in our supply chain using the Anti-Slavery International "Products of Slavery and Child Labour" map

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**FUTURE FOCUS**

+ To provide training on Modern Slavery risks for relevant groups of staff
+ To embed Modern Slavery requirements in University standard Terms and Conditions relating to the Purchase of Goods and Services
+ To continue to integrate wider ethical considerations in relation to sources of research funding
+ To develop a University policy on Slavery and Human Trafficking;
+ To work with our current and potential suppliers to ensure they are compliant with the Modern Slavery Act 2015

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Ian Callaghan, Chief Resource Officer
### ABOUT OUR SUPPLIERS

- 846 suppliers have engaged with the system.
- 846 suppliers have completed sustainability action plans.
- 29% of the suppliers we use have a percentage of their manufactured goods from outside Europe.
- 20% of suppliers have a head office outside the UK.
- 38% of our suppliers have a CSR or sustainability lead within their business.

### MODERN SLAVERY DATA

- 63% of businesses who selected this as an issue are SME.
- 31% of business who selected this issue have more than 25% of their goods/services sourced from outside Europe.
- 97% of businesses are aware of Modern Slavery.
- 8% of business selected Modern Slavery as being an issue for them.

### SUPPLIER ACTION ON MODERN SLAVERY ACROSS OUR SUPPLY BASE

- Develop a code of conduct which prohibits the use of forced or trafficked labour.
- Publish your ‘Modern Slavery Act Transparency Statement’.
- Provide training for staff on Modern Slavery.
- Engage with your suppliers on Modern Slavery.

**SUPPLIERS’ EVIDENCE OF ACTION**

- All NEW suppliers have to confirm their activities to comply with the Modern Slavery Act and sign a statement before approval will be granted.
- Each of our current suppliers has made a statement and created a policy on modern slavery which we check on annual basis and monitor as part of our ISO9001 accreditation.
- All 1700 staff members reviewed specifically produced training material on Modern Slavery, including what it is, the signs, what to do etc. Training also forms part of the induction process for all new staff.

### IN OUR IDENTIFIED HIGH-RISK CATEGORIES

- Number of Registered Suppliers per category
  - 15%
- Recognise Modern Slavery is an issue for their business
  - 9%
- **NO OF SUPPLIERS MARKING ACTIONS COMPLETED OR IN PROGRESS**
  - Develop a robust approach to removing Modern Slavery from your supply chain
    - 1
  - Publish a Modern Slavery statement
    - 4
  - Provide Modern Slavery training for staff
    - 5
  - Engage with your suppliers on Modern Slavery
    - 1

### DATA FROM THE SUPPLIER ENGAGEMENT TOOL

- 20% of suppliers have a CSR or Sustainability lead within their business.
- 47% of businesses who selected this issue have a CSR or sustainability lead.
- 29% of our suppliers have a head office outside the UK.
- 15% of business selected this issue have their HQ outside the UK.
- 47% businesses who selected this issue have a CSR or sustainability lead.
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