



Modern Slavery Statement 2017-18 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.

The University 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 assess and review these objectives include:

- The University's procurement policy, which forms part of the Financial Regulations, has been updated to confirm the due diligence process required for all significant tender exercises, and to identify high risk areas where further due diligence review is required.
- The University has embedded labour rights checks into the procurement process so that supply chains can be monitored. If the University is running its own tender exercise all bidders are required to complete a 'Supplier Capability Assessment' in which they indicate whether they are compliant with the requirements of the legislation and publish a modern slavery statement. 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 are incorporated into the tender.
- The University's Procurement team will review all tender outcomes to ensure due diligence as specified by the Procurement Policy have been adhered to. The team provides 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 has commenced a review of its template terms and conditions for contracting with third parties in order to enhance the provisions relating to Modern Slavery Act compliance.
- The University places reliance on third party frameworks to undertake checks on its behalf where a contract is being awarded on a collaborative framework such as the Southern Universities Purchasing Consortium.

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 include:

- Client terms of engagement have been amended to 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 30 January 2019 by:

A handwritten signature in black ink, appearing to read 'Rama Thirunamachandran', written in a cursive style.

Professor Rama Thirunamachandran
Vice Chancellor