

INTRODUCTION

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



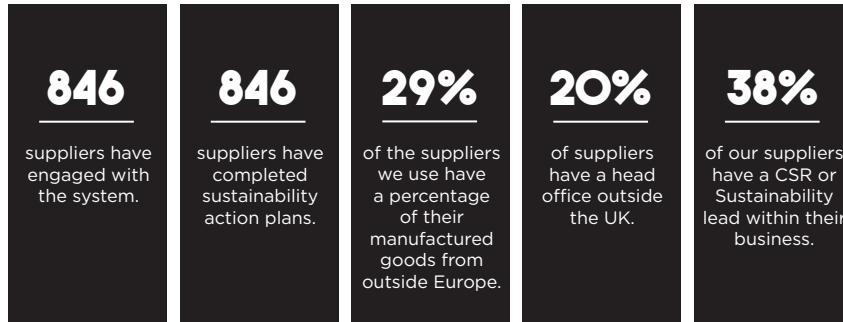
Ian Callaghan, Chief Resource Officer

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

DATA FROM THE SUPPLIER ENGAGEMENT TOOL

ABOUT OUR SUPPLIERS



MODERN SLAVERY DATA



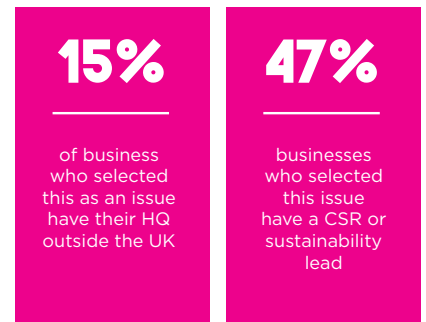
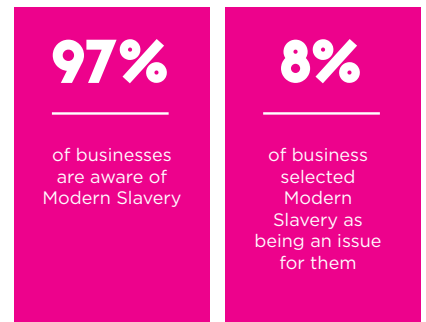
SUPPLIER ACTION ON MODERN SLAVERY ACROSS OUR SUPPLY BASE

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



IN OUR IDENTIFIED HIGH-RISK CATEGORIES

Number of Registered Suppliers per category

Recognise Modern Slavery is an issue for their business

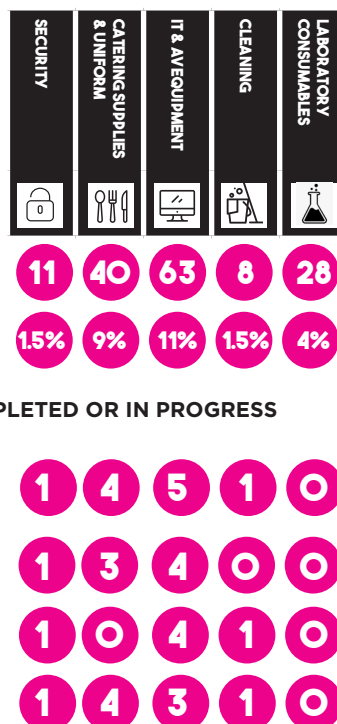
NO OF SUPPLIERS MARKING ACTIONS COMPLETED OR IN PROGRESS

Develop a robust approach to removing Modern Slavery from your supply chain

Publish a Modern Slavery statement

Provide Modern Slavery training for staff

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 ”