

Modern Slavery and human trafficking statement for the financial year 2018/19

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 2019.

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.

Structure and Business of the Organisation

The University is a UK based Higher Education Institution incorporated by royal charter which accepted its first cohort of students in 1963.

The University's governing body sets and monitors the University's strategic direction, and monitors the effectiveness of the institution's management. Members of the governing body act as trustees.

The University is structured into four academic faculties (Science, Medicine and Health, Humanities and Social Sciences), along with a range of professional Services Divisions including Estates (EBD), Finance, Planning and Governance (FPG), Admissions, Recruitment and Marketing (ARM).

The Procurement Service sits within FPG, and operates devolved procurement for the University Supply Chain, providing advice and guidance across the full scope of non-pay spend, and directly controlling core, University Wide Contracts.

Further information regarding the University's governance arrangements and financial performance can be found here:

Financial Statements: <https://portal.uea.ac.uk/finance/financial-accounts>

Committee Office: <https://portal.uea.ac.uk/committee-office>

Due Diligence and Compliance

The statement sets out the steps taken in the financial year 2018/19 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 exposure.

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 in our supply chain are office supplies, laboratory consumables, ICT and AV equipment, catering supplies and uniform, and some estates services, such as cleaning and security services. Where these are procured directly we ensure we follow stated evaluation of the environmental, social and economic impacts of the procurement.

The University is a member of a number of purchasing consortia including the Southern Universities Procurement Consortium (SUPC). Their 2019 statement and further information on how they ensure compliance with the Act can be found via the link below:

<https://www.supc.ac.uk/about-us/sustainability>

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.

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

Actions to prevent slavery and human trafficking

The University has taken the following actions through 2017/18 that continued through 2018/19:

- 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;

In 2018/19 the following steps were also taken:

- The University has become a living wage employer, and we are evaluating how we can encourage this through our supply chain;
- Risk Assessment in the supply chain is now undertaken using the NETpositives Environmental, Social and Economic impacts evaluation in all of our direct procurement activity;
- Use of the NETpositives online tool has allowed UEA to deliver a Modern Slavery Report to accompany this statement, which provides data enabling us to target risk areas going forward;
- Continue to monitor potential risk areas in our supply chains and consider proportionate ways to ensure compliance by our suppliers;
- Procurement staff received externally provided training on evaluating the environmental, social and economic impacts associated with procurement activity;

Future Actions

In order to build on the work completed to date, we intend to undertake the following actions as a University in the 2019/20:

- Make our commitment to anti-slavery and human trafficking clear in a defined University Policy, to be adopted by the University's Executive team;
- Continue to use the NETpositives tool to deliver reporting on the organisations comprising our supply chain, using this to target spot audits of high risk supply chain areas;
- Prepare and launch updated procurement training for staff which identifies the potential hazards relating to modern slavery in the supply chain;
- Agree and use a suitable alternative to the Worker's Rights Consortium to ensure we maintain our obligations to workers, in particular in garment manufacture;
- Embed Modern Slavery requirements in our standard Terms and Conditions as part of a wider review of University terms of engagement;
- To work with our current and potential suppliers to ensure they are compliant with the modern slavery act 2015;
- Further update of the University's Procurement Policy to ensure the commitment to anti-slavery is clear.

Statement Approval

This statement has been approved and published by **Ian Callaghan - Chief Resource Officer and University Secretary** and will be reviewed at least once annually. Any queries concerning the statement should be directed to **Jason Brown - Director of Finance**.

Signed:



Ian Callaghan
Chief Resource Officer
University of East Anglia

31 January 2020