

Modern Slavery and human trafficking statement for the financial year 2019/20

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 2020.

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 which accepted its first cohort of students in 1963. The University's Charter can be found here:

<https://www.uea.ac.uk/web/about/university-information/governance/charities-information>

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

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), People and Culture (HRD) 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://www.uea.ac.uk/about/university-information/finance-and-procurement/financial-statements>

Committee Office: <https://www.uea.ac.uk/about/university-information/university-governance/committees>

Due Diligence and Compliance

The statement sets out the steps taken in the financial year 2019/20 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 and other commercial services

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 2020 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 Procurement policy 2020-2023, which is pending approval from the Executive team, strongly 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.

This statement will be updated to include the 2020-23 policy when it is published.

Actions to prevent slavery and human trafficking

The University has taken the following actions through 2018/19 that continued through 2019/20:

- 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;
- The University is a living wage employer, and we are evaluating how we can encourage this through our supply chain;
- The University holds the Athena SWAN silver award;
- 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;
- Continue to monitor potential risk areas in our supply chains and consider proportionate ways to ensure compliance by our suppliers;

Actions Undertaken in the 2019/20 year, which positively impacted on modern slavery:

- Despite challenges associated with the global pandemic, the University did not action any compulsory redundancies through the period, utilising a number of other strategies to minimise impact on staff, especially those in casual roles;
- With other consortia members, mandated the SUPC to deliver further training, support and guidance on modern slavery and other sustainability aspects to support the institution in delivery of positive outcomes;
- Despite a rapidly changing supply chain, ensured our standards relating to sourcing of goods and services remained at the highest standard.

Following publishing of our 2018/19 modern slavery statement in February 2020, the University rapidly adopted remote working in the face of the Global Coronavirus pandemic. This unprecedented year has meant that for the most part, our approach to modern slavery has remained steady. As such our future actions are largely similar to our previous statement.

Ongoing 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 year:

- 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.

Future Actions

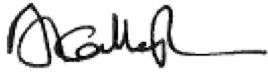
In addition to the above ongoing actions, the University has identified the following opportunities to improve on our commitment to eliminate modern slavery from areas under our control:

- Review the Government's recent Procurement Policy Notes, and the Procurement Green Paper, identifying opportunities to ensure that our internal policy reflects appropriate opportunities to reduce the risk of modern slavery in our supply chain;
- Undertake a detailed category strategy review by July 2021 which will identify modern slavery risks in our key supply chain areas.

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