

Introduction from the Registrar and Chief Operating Officer

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.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st July 2016.

Organisational structure

We are a leading UK university in the higher education sector, committed to delivering world changing research and high quality, inspirational teaching. The University has approximately 18,000 students and 3,500 staff. In 2015-16, we had an income of £296,254,106 and an expenditure of £294,861,768.

The University is governed by Council and Senate. It is managed by the University Leadership Team, chaired by the President and Vice-Chancellor.

Academic disciplines are organised into three academic Colleges:

- Science and Engineering
- Social Sciences, Arts and Humanities
- Medicine, Biological Sciences and Psychology

Each College is divided into a number of departments and schools and is led by a Pro-Vice-Chancellor and Head of College, who also sits on the University Leadership Team and University Executive Board.

The University's Professional Services, located in the academic departments, colleges and Corporate Services, work in partnership with academics to support the academic mission of the University. Professional Services are led by the Registrar and Chief Operating Officer.

Our supply chains

We categorise our procurement spend as follows: *(The percentage split is indicative)*

Estates/Construction	54%	Catering	3%	Postal Services	0.8%
Professional Services	13%	Library	2%	Domestic/Cleaning	0.6%
IT & Telecommunications	10%	Furniture	2%	Audio Visual	0.6%
Laboratory & Medical	7%	Travel & Accommodation	2%	Agriculture, Veterinary & Horticulture	0.2%
Miscellaneous	4%	Office Supplies	0.8%		

We have undertaken an initial high-level risk assessment of our contracts, identifying where supply chains extend into sectors and territories that are high risk in terms of the potential presence of slavery and human trafficking. This

assessment has also been informed by training received by the University's Head of Procurement, explaining the Modern Slavery Act 2015 and how to respond to the legislation. The University has asked suppliers holding the contracts identified as high risk to provide assurances that they have undertaken appropriate due diligence in ensuring that there is no slavery or human trafficking within the supply chains that serve their contract with the University.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships. In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our procurement policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues. Our HR policies and procedures reflect UK employment law.

The University's [Procurement Regulations](#) require compliance with the Modern Slavery Act 2015 (see clause 2.1.5. (c))

The University's [Sustainable Procurement Guidance Note](#) has been amended so as to make explicit reference to the Modern Slavery Act 2015, with slavery and human trafficking included within the pre-procurement risk assessment tool. The Guidance Note already prompted consideration of the appropriateness of using labour standards (including ILO core conventions) as selection criteria.

The Guidance Note also reflects the University being a founding member of Electronics Watch, so able to build EW labour standards clauses into its contracts for IT hardware, and receive compliance reports from EW monitoring organisations on factories which manufacture products ultimately supplied to the University.

The University's [Treasury Management Policy](#) includes a commitment to make investments in an ethically responsible manner (see clause 2.2. (b)).

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have not only reflected the requirements of the Modern Slavery Act 2015 in our policies and procedures, but also in our working documents. The risk of slavery and human trafficking within the supply chain is now flagged and mitigated within the [Procurement Strategy checklist/template, pre-qualification/tender documents](#) and the University's [Standard Terms and Conditions](#).

The University's Procurement Unit will now fully embed and improve our systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Review/monitor potential risk areas in our supply chains

In doing so, we will engage with other universities and higher education purchasing consortia, not least the North Eastern Universities Purchasing Consortium (NEUPC) of which the University is a member, to agree how best our combined resource may be used to identify and review/monitor risks of slavery and human trafficking in our supply chains.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. As well as taking mitigating measures through the procurement process (adding appropriate pre-qualification/tender questions and standard contract clauses), the University's Head of Procurement has written to contractors explaining our values and the importance of compliance with the Modern Slavery Act 2015. A Supplier Day is also being planned which will include an overview of the legislation.

As noted above, the Procurement Unit will begin monitoring the potential risk areas in our supply chains, including providing the details of factories that manufacture IT hardware products that we ultimately purchase to EW, so that they may undertake on-the-ground monitoring on our behalf.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, we have added them to our rolling in-house Procurement training, including reference to the mitigating measures detailed above.

Our effectiveness in combating slavery and human trafficking

We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- % of high risk contractors/supply chains reviewed (*where sources such as contractors' own modern slavery and human trafficking statements, the Chartered Institute of Purchasing and Supply's Sustainability Index and EW compliance reports are used*)
- Remedial action taken by contractors/supply chains where non-compliance identified



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9th November 2016