

## University of Huddersfield

### Modern Slavery and Human Trafficking Statement.

#### Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, constitutes the University's slavery and human trafficking statement for the financial year ending 31 July 2016; and sets out the steps that the University of Huddersfield "the University" has taken to combat modern slavery in our supply chains, or in any part of our business.

#### **About the University**

The University of Huddersfield's core business is teaching and research, it has a student population of about 20,000 in a wide range of subject areas comprising 7 academic schools supported by our professional services. It employs nearly 700 full-time academic staff, over 500 part-time academic staff and about 800 administrative, technical and support staff.

The University has an annual turnover of £160 million of which £39 million is spent on goods and services to support the running of the University with a further £10 million on average on its capital program. The University is supported by a centralised procurement and contracting function, with transactional purchasing devolved to individual departments.

The University of Huddersfield Enterprises Limited is a wholly owned trading subsidiary of the University and is subject in its procurement dealings to the same vetting processes in place for the University, as set out below.

#### **Our Supply Chains**

##### Employment of Staff

The University mitigates the risk of modern slavery occurring in its workforce by ensuring that directly employed staff are recruited by following robust HR recruitment policies. There is a whistleblowing policy in place for members of staff to raise any concerns about wrongdoing by the University.

Temporary staff are only recruited through established sources who can provide assurance, via the procurement procedures referred to below, that they comply fully with the requirements of legislation relating to the rights and welfare of their candidates and employees.

##### Procurement

The central procurement team led by the Head of Procurement is responsible for managing the University's supply chains, which is done by category management.

The supply chains are split into 3 category areas each with a Category Manager who reports to the Head of Procurement. These categories are:

1. Estates and Facilities
2. IT, Professional Services, Travel, and Research Activities
3. Collaborative procurement.

Our assessment at this time is that the principal areas which carry material risks of modern slavery and human trafficking are office supplies, laboratory consumables, IT and some estates services, such as cleaning, catering and security services.

### **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.

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 put in place a designated Supply Chain Code of Practice, which all suppliers of goods and services must sign and adhere to in order to remain on the supplier list of the University. This document can be accessed through the University website.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place, along with consortia partners whose purchasing frameworks we use, 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
- Monitor potential risk areas in our supply chains by using third party vetting agents
- Protect whistleblowers.

These measures are embedded into our policies and procedures and we also ensure that measures have been taken in any public sector frameworks or public sector contracts that we are entitled to use to supply the University.

The University's suppliers are monitored with the support of an external specialist organisation, which requires that all suppliers investigate and confirm their adherence to our Supply Chain Code of Practice with respect to slavery, human trafficking and sustainability.

The University is a member of the North Eastern Universities Purchasing Consortium (NEUPC), which is itself a member of Procurement England Ltd (PEL) and UK Universities Procurement Consortia (UKUPC), bodies dedicated to improving both the quality of procurement and the level of collaborative procurement across the HE sector. Together these consortia have published a shared Sustainability Policy to which all members, including the University, are committed. This policy sets out the steps that must be taken in major contract procurement processes that are conducted for consortium members, to help to ensure that slavery and human trafficking are not occurring in the supply chain. Currently the University purchases 30 % by monetary value and 60% by volume of orders through consortia frameworks.

The University has subscribed to a Slavery and Human Trafficking software package to monitor suppliers of goods and services in respect of slavery and human trafficking. The package enables procurers to have up to date information on suppliers' credentials with respect to slavery and human trafficking and monitors suppliers' progress in this area. This in turn will assist the University in being compliant with the legislation as well as having a system to monitor slavery and human trafficking going forward across its supply chain.

**Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. Any supplier or potential supplier who does not adhere to our values or is found not to be compliant with the processes outlined above is suspended or removed from the University's supplier list and will not be considered for future supply to the University unless they are able to demonstrate full adherence with the requirements of the Modern Slavery Act and the University's own policies and procedures.

**Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking we have provided training to University Procurement Staff.

**What we are going to do in the Future**

As part of this reporting exercise and in the coming years, the University expresses its commitment to work towards greater transparency towards the people working on the University's supply chains.

This statement has been approved by the University's Senior Management Team and will be reviewed at least once annually.



Signature of Vice-Chancellor

The University of Huddersfield

21 September 2016