

Modern Slavery Act 2015

Modern slavery and human trafficking statement

Introduction from the University of Hertfordshire

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 Group's slavery and human trafficking statement for the financial year ending 31st July 2016.

Organisational structure

We are a provider of educational learning and research in the higher education sector.

The University of Hertfordshire Higher Education Corporation within its group structure has a number of established subsidiary companies which are either wholly or jointly owned. Further details on the group structure and markets is available at [Our Structure](#).

We have a global annual turnover of £257m in the financial year 2015/16.

Our supply chain categories

University procurement follows one of two pathways: collaborative, through regional HE purchasing consortia, or in-house tendering and contracting.

The University is a member of the Southern Universities Purchasing Consortium (SUPC), which in turn is a member of Procurement England Limited (PEL), the shared vehicle by which English higher education purchasing consortia manage joint developmental and improvement projects for collaborative procurement in our sector. Together, the purchasing consortia have published a shared Sustainability Policy to which all PEL member consortia are committed. This policy contains steps that form part of the supplier selection for the major contract procurement processes that are conducted for the consortium members, supports ensuring that slavery and human trafficking are not taking place in the supply chain.

The University's procurement function is supported by a published and implemented Sustainability Strategy to which we are fully committed and can be found at [Our Environmental Policy](#).

The University core supply chains include:

Catering

Commercial Bus Operations, including Vehicle and Diesel Fuel purchases

Estates Goods, Services and Works

ICT Equipment and Services

Professional Services

Science, Technical, Engineering and Medical Goods and Services

The principal categories which are considered to carry material risk are office supplies, laboratory consumables, ICT equipment and some estates services such as cleaning 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 inserted modern slavery in to our University Policies and Regulation (UPR) for Equality and Diversity (UPR GEN/A/1) and Procurement (UPR PU01). This demonstrates our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. The UPRs are available at [UPR A-Z List](#).

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking and will review our existing agreements and dealings with suppliers to ensure compliance with anti-slavery measures. **Our standard terms and conditions of contract have been changed to include clauses requiring compliance to anti-slavery law** to capture this aspect in all future contracts from the date of this statement. To mitigate the risk on non-adherence to the Act, we also:

- Use **consortia frameworks** where contractors modern slavery statements are vetted and their working practices regularly assessed by consortia for compliance
- Raise **awareness** amongst all staff, and others, who may be involved in the procurement process through publication of our policy on the corporate and staff websites
- Provide a **contact point** for anyone to raise concerns which they might have and which we should investigate

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide more specialist training to our procurement staff involved in awarding contracts.

Our Plans for the future

The University is committed to more deeply understand its supply chains and to work towards greater transparency and responsibility towards people working within them.

We will further enhance our processes to:

- Identify, assess and monitor other potential risk areas in our supply chains to mitigate the risk of slavery and human trafficking occurring
- Record and monitor any allegations or incidents made to us by staff, suppliers or third parties in accordance with our Anti-Slavery Policy

We will measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. This will be done by:

- Keeping our Anti-Slavery and Human Trafficking Policy updated and reviewed annually
- Annually update training needs for our contracts team

- Recording the due diligence completed during tender exercises and subsequent contract management

- Recording the number of contractors annually self-certifying their compliance with the act

This statement has been approved and published by the University Board and will be reviewed annually.

RICHARD BEAZLEY

CHAIRMAN OF UNIVERSITY OF HERTFORDSHIRE BOARD OF GOVERNORS

Date: 24 November 2016

Please note the signed copy with the Chair of the Board of Governors signature is lodged with the University Governance Services Department.