

## University of Bristol

### Modern Slavery and Human Trafficking Statement 2016

This Modern Slavery statement outlines our commitment to being an ethically and socially responsible organisation.

We support and respect the principles proclaimed in the Universal Declaration of Human Rights. We are committed to improving our business practices to combat slavery and human trafficking, both domestically and internationally, to make sure that we are not complicit in any human rights violations.

We are committed to making sure that all employees, not just those engaged directly by us, are treated with respect and dignity; that they are working under their own free will, that they have freedom to associate and their right of collective bargaining is respected, that working conditions are safe and hygienic, that regular employment is provided and working hours are not excessive and that individuals are properly compensated for their effort.

We value the principles set out in the UN Convention on the Rights of the Child and we believe that there is no place for child exploitation in the supply chain. We are committed to zero tolerance of slavery and human trafficking or child labour practices.

We have been actively managing our environmental impact since the 1990's, reducing carbon dioxide emissions, increasing recycling, introducing sustainable transport measures and delivering wider initiatives from biodiversity to ethical food and increasingly introducing sustainability into our curriculum.

#### **Our Structure**

We are a provider of Higher Education and research and are an exempt charity under the terms of Charities Act 2006 and incorporated by Royal Charter (company number RC000648). We have an annual turnover in excess of the statutory threshold.

We are dedicated to academic achievement across a broad range of disciplines. We are made up of 25 academic schools, organised into six faculties: Arts; Engineering; Biomedical Sciences; Health Sciences; Science; and Social Sciences and Law. We have over 15,000 undergraduates and nearly 6,000 postgraduate students from more than 100 countries.

We are a major force in the economic, social and cultural life of Bristol and the region. We work hard to build effective links with the community and its industries, through high-quality research collaboration and productive knowledge exchange, the creation and support of new companies and enterprises, and the licensing of intellectual property. Engaging the public is a vital part of university life and an area in which staff and students are actively involved.

#### **Our policies, priorities and vision**

We are committed to making sure that there is no modern slavery or human trafficking in our supply chains or in any part of the University's business. We continue to develop our policies and procedures to reflect our commitment to acting sustainably, ethically and with integrity in all

our business relationships. We are working to develop, implement and enforce effective systems, processes and controls to make sure child labour, slavery and human trafficking is not taking place within in our supply chains.

We are committed to making sure that it is a safe and inclusive place for our staff, academics, students, researchers, suppliers and visitors: that all individuals regardless of status engage with the freedom of non-harassment and unlawful discrimination: including on the grounds of race, colour, religion, national origin, gender (including pregnancy), age, disability, sexual orientation, gender identity, HIV status, marital status, trade union membership, or any other status protected by the laws or regulations in everything we do.

We expect all of our suppliers to respect and treat employees in a morally and ethically appropriate manner. Our suppliers are expected to take steps and demonstrate a commitment to making sure that their own supply chain is free from child labour, modern slavery and human trafficking.

### **The University of Bristol supply chain**

Our supply chain includes the purchase of goods, services and works necessary for the operation of the University and includes but is not limited to teaching and research, professional services, student recruitment services, student accommodation services, catering services, cleaning services, security services, workwear, IT and audio visual equipment, laboratory equipment and consumables, medical and veterinary equipment and consumables, furniture, stationery consumables, printing, travel, utilities, construction and facilities maintenance services.

Our supply chain is varied and includes individuals, SME's and multi-national corporations. We recognise that modern slavery and human trafficking can occur anywhere in its supply chain both in the UK and internationally and regardless of the supplier size or nature of the products or services being purchased.

We are working to identify and mitigate the risk of modern slavery in our supply chain. This includes but is not limited to:

- an internal review our supply chain to evaluate risks. Initial focus will be on areas we identify as higher risk;
- using the DEFRA Sustainable Procurement Prioritisation Tool;
- continued commitment to the Environmental Management System, certified to the international standard ISO 14001, and other industry standards as appropriate to the nature of goods or services being procured at the time;
- starting with areas identified as high risk we shall consider additional due diligence and exploration of suppliers during the procurement process through the various stages of tendering.

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

We have established a working group of professional staff from various disciplines to continue to explore our business and the wider supply chain and to promote our commitment and raise awareness of the issue of modern slavery and human trafficking.

We will continue to build upon our existing systems to:

- Identify and assess potential risk areas in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers and report unethical conduct.
- Understand our suppliers both nationally and internationally.
- Confirm our suppliers have in place suitable anti-slavery and human trafficking policies and processes and to support our commitment to ethical and sustainable business practices.
- Include modern slavery and human trafficking clauses in our standard terms and conditions.

### **Training**

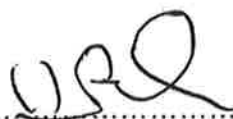
To make sure there is a high level of understanding of the modern slavery and human trafficking risks in the University's supply chains we are developing training for relevant staff and this will start being rolled out over 2016 and 2017. Also during this period an exercise to raise awareness of these issues across the wider University family including suppliers, staff and students.

### **The University of Bristol's effectiveness at combating slavery and human trafficking for the future**

Over the course of 2016/2017 we will develop a set of key performance indicators (KPIs) to measure how effective we have been to make sure that slavery and human trafficking is not taking place in any part of our business or supply chains. This may include:

- Effective use of the recruitment and selection procedures;
- More detailed due diligence in procurement, and working with our suppliers to understand their supply chains and how this complies with our expectations. This may include asking high risk suppliers to commit to the Base Code of Ethical Trading Initiative (ETI) as well as encouraging all suppliers to adopt/support these initiatives;
- Completion of audits conducted by internal and external auditors;
- A level of communication and personal contact with next link in the supply chain to confirm their understanding of, and compliance with, our expectations.
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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the University of Bristol's modern slavery and human trafficking statement for the financial year ending 31 July 2016. This statement has been approved by the University Of Bristol Board of Trustees.



Professor Hugh Brady  
Vice-Chancellor & President

Dated .....13/12..... 2016

