



## Modern slavery and human trafficking statement

### Summary

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. In order to achieve this we are committed to understanding modern slavery risks and ensuring that there is no modern slavery in our own business and supply chains.

As required by the Modern Slavery Act (2015) the University has drafted a slavery and human trafficking statement for the financial year ending 31/07/2018.

### Aberystwyth University Modern slavery and human trafficking statement

#### INTRODUCTION FROM THE UNIVERSITY COUNCIL

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. In order to achieve this we are committed to understanding modern slavery risks and ensuring that there is no modern slavery in our own business and supply chains.

**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 31/07/2018.**

#### ORGANISATIONAL STRUCTURE

In accordance with Aberystwyth University's Supplementary Royal Charter, the Council is "the supreme governing body of the University" and is responsible for "determining the University's strategic direction and for the conduct of the University's financial, administrative and other affairs, in accordance with its objects".

The executive management of the University on a day-to-day basis is the responsibility of the Vice-Chancellor – the institution's chief academic, administrative and accounting officer – who, whilst retaining strategic oversight, delegates several operational functions to the appropriate officers.

#### OUR SUPPLY CHAINS

The University has non-pay expenditure of over £27m in goods, services and works. The University meets its needs in a way that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment.

The University's supply chains mainly fall under five 'super-categories', which are:

- Laboratory Consumables and Equipment
- Library Resources
- Professional Services
- ICT Equipment and Services
- Estates Goods, Services and Works

The principal categories which carry material risks are office supplies, laboratory consumables, ICT equipment and some estates services, such as cleaning services outsourced from time to time.

Aberystwyth University is a member of the Higher Education Purchasing Consortium Wales (HEPCW). HEPCW works effectively alongside its counterpart UK Universities Purchasing Consortia and national groups, with which it enjoys progressive and successful relationships.

The joint contracting programme provides a comprehensive and mature collaborative portfolio, which includes some of the high risk categories listed above.

Increasing numbers of our suppliers in these higher-risk categories have committed to the Base Code of the Ethical Trading Initiative (ETI) and the UK Universities Purchasing Consortia are working to ensure that the remaining suppliers in these categories to join them. The ETI Base Code is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice, requiring that:

1. Employment is freely chosen;
2. Freedom of association and the right to collective bargaining are respected;
3. Working conditions are safe and hygienic;
4. Child labour shall not be used;
5. Living wages are paid;
6. Working hours are not excessive;
7. No discrimination is practised;
8. Regular employment is provided; and
9. No harsh or inhumane treatment is allowed.

### *ICT Equipment*

Aberystwyth University participates in a number of ICT equipment collaborative purchasing agreements.

Through these collaborative purchasing agreements, the University supports the principles of Electronics Watch, an independent monitoring organisation working to achieve respect for labour rights in the global electronics industry through socially responsible public purchasing in Europe. We work with our contracted suppliers to implement and commit to new monitoring regimes where corporate codes of conduct and social auditing policies and practices are failing in their transparency and effectiveness.

## **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 continually review our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues. Welsh Government policy on ethical supply chains are also being considered by the University.

Our workplace policies and procedures will demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **DUE DILIGENCE PROCESSES AND THEIR EFFECTIVENESS**

During 2017-18, we undertook initiatives to identify and mitigate and put systems in place 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.
- Protect whistle blowers.

The University has identified principal risk categories in our areas of expenditure and implemented processes to ensure that all new procurement exercises require all potential suppliers to confirm they operate in accordance with the requirements of the Modern Slavery Act (2015).

During the 2017-18 financial year, the University took steps to fully implement the voluntary living wage and become an accredited Living Wage employer.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our organisation, we are raising awareness of modern slavery and human rights abuses amongst our staff delivering appropriate training. Procurement staff are working towards completing the Chartered Institute of purchasing and Supply (CIPS) 'Ethical Procurement and Supply' on-line training, or equivalent.

During 2018, we intend to develop Modern Slavery awareness training for staff in high-risk spend categories.

## **CODE OF PRACTICE: ETHICAL EMPLOYMENT IN SUPPLY CHAINS**

In 2017, the Welsh Government launched the Code of Practice on Ethical Employment in Supply Chains to ensure all public sector organisations are taking action to eradicate unlawful and unethical employment practices and to ensure all workers at every stage of the supply chain are treated fairly. The University has signed-up to this Code of Practice, with the intention to comply with 12 commitments designed to eliminate modern slavery and support ethical employment practices.

An action plan is being developed to address the 12 commitments contained in the Code of Practice.

### **OUR GOALS FOR 2018-19**

The University is committed to better understand its supply chains and work towards greater transparency and responsibility towards people working within them. To achieve this, we will:

- Ensure effective due diligence processes and risk assessments are fully embedded into our procurement processes
- Develop an Action Plan to address the 12 commitments contained in the Code of Practice on Ethical Employment in Supply Chains
- Develop and roll out Modern Slavery awareness training for staff involved in procurement and those involved in managing high-risk spend categories
- Work collaboratively to improve and better understand our supply chains and work towards greater transparency and responsibility towards people working in them.



CHAIR OF COUNCIL  
ABERYSTWYTH UNIVERSITY

Date: 26 November 2018