

**Modern Slavery Act Statement**

**2020/21**



## Lancaster University Slavery and Human Trafficking Statement

**This Statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015, by informing our students, staff, campaigners and the public about Lancaster University and its policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.**

### **Introduction**

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 Lancaster University's slavery and human trafficking statement for the financial year 2019/20.**

### **Organisational structure and Staff Activity**

Lancaster University is a research-intensive Higher Education institution in North West England, which operates on a global scale both in terms of student recruitment and research collaborations. Established by Royal Charter in 1964, Lancaster University currently has a turnover of around £320M, with an international student body of more than 14,000 students across four Faculties.

In addition to the main campus at Lancaster, the University has significant international teaching partnerships, and works in many other countries through research and exchange programmes.

Modern Slavery and Human Trafficking have both been areas of research for the University. The Pentland Centre, a University Research Centre that promotes sustainability in business, focuses aspects of its research on the realities of global supply chains, and attempts to identify key success factors and the roots of ongoing systemic problems, including modern slavery. Similarly, the Violence & Society UNESCO Centre, a coalition of researchers based in eight departments across three faculties at Lancaster University, has a key research focus on human trafficking. The University will continue to research these areas and work to influence key policy and decision-makers.

## **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 reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures 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.

The University sees a natural synergy between its actions in relation to the Modern Slavery Act and others related to human dignity, liberation and respect. The University has a number of policies in place to support and promote equality of opportunity, diversity and human rights. These include an Equality, Diversity and Inclusion Strategy that sets out how we apply our policies so that we are a fair and equitable employer.

Lancaster University also has established and robust complaints and whistle-blowing procedures, enabling staff and students to raise issues relating to modern slavery and labour rights violations through appropriate channels.

Our policies are available to all staff via our intranet site, and training in equality and diversity is mandatory for all new staff.

Equality, Diversity and Inclusion Committee oversees this area and reports to Council.

## **Understanding our supply chains**

The range of external goods and services required to support our activities is diverse and complex. The University applies robust Financial Regulations and operates a centralised procurement model to manage this expenditure appropriately. Our Procurement Policy contains specific reference to protecting Human Rights in the supply chain.

On an annual basis we carry out an exercise to map the high-risk areas within our Tier 1 supply chain to meet our commitment of better understanding our suppliers and to target our activity where it can have most impact. Laboratory consumables, ICT equipment, some parts of Estates-related spend and Catering have been highlighted through this exercise.

A large proportion of our expenditure in high risk areas is under a HE Sector Framework Agreement. These agreements are managed by University purchasing consortia who each have their own anti-slavery policies. Many Framework suppliers have signed up to the Base code of the Ethical Trading Initiative (ETI), a code of good labour practice set out by the International Labour Organisation (ILO). Lancaster University has an expenditure with suppliers of around £80M annually plus a varying Capital budget. The University applies robust Financial Regulations and operates a centralised procurement model to manage this expenditure appropriately.

### **Due diligence in our processes**

All potential bidders are required to declare their compliance with the Act before their bid is considered.

Across our supply chain we use an online tool for recording supplier sustainability activities. To ensure suppliers are aware of our values, our tender documents and standard Terms and Conditions include clauses supporting this commitment to protecting human rights in our supply chain. All contracted suppliers have signed up to our revised terms and conditions that include commitments relating to the Modern Slavery Act 2015.

Suppliers are asked to sign up to an HE Sector wide tool – NETpositives Supplier Engagement.

### **Training and raising awareness**

We are represented on the national Higher Education Responsible Procurement Group and this group's remit includes setting the latest sector-wide guidance on anti-slavery measures. Our national body, HEPA the Higher Education Procurement Association has provided up to date training on Protecting Human Rights in the Supply Chain. This course was completed by all Procurement staff. We have trained over 300 other staff involved in the purchasing process. The Head of Procurement is named as the contact point for any member of staff wishing to raise concerns about a supplier and this information appears on our procurement webpages.

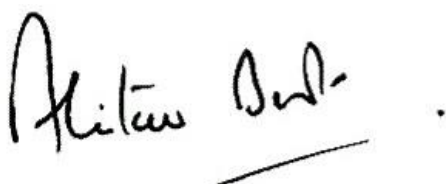
### **Effectiveness of the steps we have taken this year and our plans for the future**

We have extended our annual mapping of the high-risk areas within our Tier 1 supply chain added some Tier 2 information. We plan to gather more supply chain information in 2020/21 and continue to record the steps key suppliers are taking to mitigate risk.

We have continued to mandate a commitment to the Modern Slavery Act 2015 for all contracted suppliers and in 2019/20, we added a statement to our tender documentation, requesting suppliers work with us to further map their supply chains and record mitigating actions. We plan to build on this in 2020/21.

We play an active role in the management of sector-wide frameworks agreements and supported our regional purchasing consortia in gaining membership of Electronics Watch on our behalf. In 2020/21 we plan to use the audit information from Electronics Watch in contract review meetings.

Raising awareness through training of both the Procurement Team, other staff and suppliers has continued to be a core activity and is planned for 2020/21.



Pro-Chancellor and Chair of Council

20 November 2020