

Modern Slavery and human trafficking statement for the financial year 2024/25

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and constitutes the slavery and human trafficking statement of the University of East Anglia.

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 and to ensuring that they are not taking place in our supply chains or in any parts of our business.

Structure and Business of the Organisation

The University is a UK based Higher Education Institution which accepted its first cohort of students in 1963. The University's Charter can be found here:

<https://www.uea.ac.uk/web/about/university-information/governance/charities-information>

The University's governing body sets and monitors the University's strategic direction, and monitors the effectiveness of the institution's management.

The University is structured into four academic faculties (Science, Medicine and Health, Humanities and Social Sciences), along with a range of Professional Services Divisions including Estates (EBD), Finance, Planning and Governance (FPG), People and Culture (PCD), Admissions, Recruitment and Marketing (ARM).

Further information regarding the University's governance arrangements and financial performance can be found here:

Financial Statements: <https://www.uea.ac.uk/about/university-information/finance-and-procurement/financial-statements>

Committee Office: <https://www.uea.ac.uk/about/university-information/university-governance/committees>

Due Diligence and Compliance

The statement sets out the steps taken in the financial year 2024/25 to prevent slavery and human trafficking in our supply chain, our own operations and through involvement with our business partners. In line with Home Office guidance we aim to make progress over a period of time across a broad range of potential exposures.

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

- Science, Technical, Engineering and Medical (STEM) goods and services
- Professional services
- ICT equipment and services
- Estates goods and services
- Catering and Retail supplies and other commercial services

The principal areas which carry material risks in our supply chain are office supplies, laboratory consumables, ICT and AV equipment, catering supplies and uniform, and some estates services, such as facilities management alongside construction activities. Where these are procured directly we ensure we evaluate the environmental, social and economic impacts of the procurement.

The University is a member of a number of purchasing consortia including the Southern Universities Procurement Consortium (SUPC). Their most recent statement and further information on how they ensure compliance with the Act can be found via the link below:

<https://www.supc.ac.uk/about-us/sustainability>

The university has a revised procurement and contract management policy running from 2025-2028 which strongly reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls, including in relation to combatting modern slavery and human trafficking in our supply chain.

The university also recognises that there is a risk of modern slavery occurring within our own workforce, both permanent and temporary. The People and Culture Division (PCD) seeks through its recruitment and selection policies and it's ongoing training and support to reduce the risks of modern slavery in our workforce.

Actions to prevent slavery and human trafficking

The University considers the following as 'business as usual' activities to reduce and eliminate modern slavery in our activity;

- All of our centrally procured contracts are tendered through the Procurement Service which is trained to mitigate and recognise modern slavery and trafficking risks.
- Our Catering outlets use suppliers who prioritise Fairtrade/Rain Forest Alliance certification tea and coffee, and seek specific social impact and traceability of supply.
- Risk Assessment is undertaken using an Environmental, Social and Economic impacts evaluation in all of our direct procurement activity.
- UEA staff are recruited following robust Recruitment and Selection policies.
- All posts are advertised in an open environment either internally or externally.
- Rigorous pre-employment checks (including right to work checks) are carried out on all new appointments, both fixed term and permanent (including student workers and international researchers) prior to employment.
- The University holds the Athena SWAN silver award at institutional level.
- There is a Public Interest Disclosure Policy in place for staff to raise concerns about wrongdoing at the University in relation to employment as well as a method for making disclosures in relation to modern slavery in our supply chain.
- UEA ensures new staff complete Diversity in the Workplace training on appointment which is refreshed every 2 years. This covers the principles of the Equality Act 2010. The Deputy Director of Finance – Procurement and Financial Services has joined the business group of the Norfolk Anti-Slavery Network to collaborate with colleagues across the region in improving our approach to Modern Slavery.
- The EDI and Wellbeing Team curated a collection of LinkedIn Learning pathways in 2022 which are available to staff and students. Specific themes include: anti-racism, confronting racism, micro-aggressions, ally-ship, communicating culturally sensitive issues, developing an inclusive mindset, unconscious bias, privilege and the how to be an upstander. In addition, we have created an EDI resources webpage. The resources cover age, race, sex, religion and beliefs, intersectionality, disability, LGBTQ+ so staff and students to can gain a broader understanding of these areas. Some of these aspects are useful training when considering Modern Slavery warning signs.

Actions Undertaken in the 2024/25 year, which positively impacted on modern slavery:

- UEA implemented a clear risk assessment methodology for potential supply contracts which incorporates modern slavery risk and develop mitigations through contract management.
- UEA made our commitment to anti-slavery and human trafficking clear in our revised University Procurement and Contract Management Policy, to be adopted by the University's Executive Team.
- In implementing the Procurement Act 2023, we continue to consider how we can best drive social value and reduce modern slavery risk in our procurement activity.
- Further advertise the training and support available through our EDI and Procurement teams to engage with and educate our workforce.
- The University registered with the [TISC report](#) to focus on improving transparency in our supply chain. We are registered and have achieved 'working towards transparency' status which is ahead of the national average.

Future Actions

In addition to the above ongoing actions, the University has identified the following opportunities to improve on our commitment to eliminate modern slavery from areas under our control:

- Share positive outcomes from our Modern Slavery work with the University as a whole via corporate communications channels.
- Implement an annual strategic supplier report which identifies major suppliers in high-risk categories.
- Undertake a regular risk review of existing suppliers, according to risk rating, ensuring due diligence for categories at high risk of modern slavery.
- UEA will develop contract management training which incorporates identifying and notifying about modern slavery risk. This will in particular apply to significant construction works.
- Review system actions such as supplier setup requests to seek to identify supply chain elements which constitute high risk.
- The University will further work with TISC report to achieve improved levels of transparency and risk management in our supply chain.

Statement Approval

This statement has been approved and published by **Ian Callaghan –University Secretary** and will be reviewed at least once annually. Any queries concerning the statement should be directed to **Jason Brown - Chief Finance Officer**.



Ian Callaghan

University Secretary
University of East Anglia