

University of Worcester

Slavery & Human Trafficking Statement

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 to exploit them for personal or commercial gain.

The University of Worcester is committed to ensuring that slavery or human trafficking is not taking place in any part of our supply chain or in any part of our own business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The University of Worcester's slavery and human trafficking statement for the financial year ending July 2023

This Statement details The University of Worcester's response to the Modern Slavery Act 2015 and offers an outline of key areas where Slavery and Human Trafficking are deemed a higher risk area for potential prevalence within the University's supply chain.

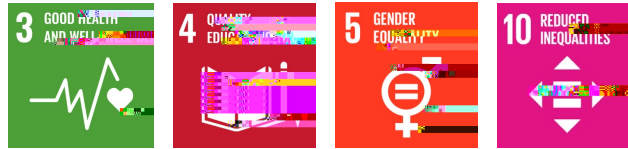
Organisational structure

The University of Worcester is a Higher Education Corporation created by statute and is an exempt charity. The University also has a number of trading subsidiaries: U W Developments Limited, U W Enterprises Limited and U W Worcester Wolves Limited.

We have approximately 9000 students registered on courses in the UK and across the world. We directly employ approximately 2000 staff and have an annual income just below £100 Million.

In addition to the University sites located in Worcester, the University has developed relationships with other countries and has significant teaching partnerships and works in other countries through research and exchange programmes.

The University's values are entirely consistent with the aim of eliminating slavery. Our work is inspired by a commitment to



Our supply chains

The University of Worcester is one of the largest purchasers in the county of Worcestershire and recognises that it has a responsibility to minimise the environmental and social impact of purchased goods and services. The University purchases a wide range of external goods and services in support of our activities. The University has identified the following specific categories as being a higher risk to modern slavery and human trafficking within the supply chain:

- Construction works sub-contractors and supply chains
- Estates; hard and soft facilities management services (such as maintenance, cleaning and security services)
- Food and catering
- Travel and accommodation (especially international)
- Office supplies/stationery
- ICT and Audio Visual (AV) equipment and products
- Laboratory and Personal Protective Equipment (PPE) supplies
- Clothing (sportswear and work wear)



The University has in place a number of frameworks which underpin its ethical standards across all business activities, these include a Sustainable Procurement policy, Fairtrade status and Environmental policies.

The University is a member of the North West Universities Purchasing Consortium (NWUPC) which is a membership based buying consortia for Universities and some Further Education colleges. NWUPC is a member of Procurement England Limited (PEL) which has a shared sustainability policy to which all consortia are committed. The University also can purchase from various other consortia including Crown Commercial Services (CCS), Eastern Shires Purchasing Organisation (ESPO), Crescent Purchasing Consortium (CPC) and various NHS frameworks, these consortia have all published their own modern slavery statements.

The NWUPC is an affiliate member of Electronics watch, on behalf of its members. This membership highlights the overall desire of the HE sector to protect the rights of workers within the supply chain, and that we are committed to taking positive action. A significant proportion of the University's demand for ICT equipment/products is fulfilled by using national framework agreements. The consortia work closely with Electronics Watch to monitor contracts closely to ensure that slavery and human trafficking is not taking place within the supply chain.

The majority of the University's demand for office supplies and laboratory consumables is fulfilled by means of using national and regional agreements made available by the Higher Education Purchasing Consortia. A wide range of products is procured across all of these categories, many of which are

sourced from international manufacturers operating in low-cost countries where modern forms of slavery are prevalent. The Consortia requests many of the suppliers in these high-risk areas to commit to the Base Code of the Ethical Trading Initiative (ETI) and is working to persuade all suppliers in these categories to commit to the Base Code.

- Continue to promote the use of the framework suppliers and lobby via the purchasing consortia to ensure all suppliers have stated anti-slavery and anti-trafficking policies and procedures
- Ensure all contracted suppliers have signed up to and are complying with our terms and conditions which include commitments relating to the Modern Slavery Act 2015.
- Continue on an annual basis to review this statement and look at ways to enhance.
- Continue to encourage supplier engagement with the NETpositive Supplier Engagement Tool
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

Actions Taken during the reporting year

In addition to our standard procurement practices, in the financial year of 1st August 2022 – 31 July 2023, we have:

- Widened membership of the Sustainable Procurement Steering Group
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