

Modern Slavery Policy Statement

January 2020



1.0 Introduction

Royal Holloway, University of London, procures a wide range of goods, services and works which are sourced from both national and international suppliers. The university recognises that it has a responsibility to take a robust approach in its supply chains and is committed to a zero tolerance policy in relation to modern slavery and human trafficking.

2.0 Purpose of this statement

This statement sets out Royal Holloway's wide ranging policy regarding the requirements of Section 54(1) of the Modern Slavery Act 2015.

3.0 Identified Risks

The university procures a wide range of goods, services and works, used in its academic and research activities and for its routine business operations. These fall into the following broad categories:

- Scientific Consumables and Equipment
- Library Resources
- Professional Services
- ICT Equipment and Services
- Estate Works and Services

Within these categories the following types of contract are likely to carry the highest risks in relation to modern slavery and human trafficking:

- Construction
- Catering Supplies
- Cleaning Services
- ICT Equipment and Services
- Scientific Consumables
- Office Supplies

4.0 Statement on the university's policy in relation to modern slavery and human trafficking

Royal Holloway, University of London, commits to acting in an ethical manner and with integrity in its business relationships to implement processes that ensure modern slavery and human trafficking are not taking place in the university's supply chains.

The university does not wish to support or deal with any business knowingly involved in modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

The university is committed to tackling modern slavery issues as they may arise in respect of recruitment procedures, and will act in compliance with legal requirements under the Act. The

university only wishes to work with employment agencies which likewise comply with the Act. We will apply selection and recruitment practices that help identify and tackle modern slavery.

The university encourages all staff, students and visitors to report any concerns relating to its direct activities and in respect of its supply chains where they believe there is or maybe a risk of non-compliance with this policy.

5.0 Steps to be taken to ensure adherence to this policy

Royal Holloway will make available this policy to all students, staff, suppliers and the public, together with plans and procedures that will impact the supply chain management in respect of modern slavery, human trafficking, forced and bonded labour and labour rights violations. The university will assess instances of non-compliance and take remedial action as appropriate.

6.0 Our Plans for the Future

Royal Holloway is implementing an action plan to cover the period 2017-2020 which will be subject to annual review.

The university will

- Continue to work with its supply base and their respective supply chains to encourage commitment to improved standards in relation to the modern slavery, human trafficking, forced and bonded labour and labour rights violations.
- Continue to establish its probity in this area and support other external organisations who coordinate supplier compliance and due diligence in relation to this legislation.
- Collaborate with suppliers to conduct supply chain mapping of the goods and services that it purchases and which are an important part of its operations.
- Provide awareness and training as appropriate to all staff who are involved in the procurement of goods and services.
- Review the procurement processes and contract documentation to ensure the requirements of this legislation are incorporated as appropriate.
- Adopt processes which reflect the university's commitment to addressing modern slavery in the supply chain, including the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking are not taking place in its supply chains.
- We are looking to engage NET positive and give suppliers an opportunity to generate their own, bespoke Sustainability Action Plans.

This statement will be reviewed and updated on an annual basis.

Approved By Council 22 November 2019

Signed:

Professor Paul Layzell
Principal



Date: 22/11/2019