



Modern Slavery Policy Statement

A Review of August 2019 to July 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, for the financial year ending 31 July 2021. This is the fourth statement under this Act.

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.

The university has adopted the collaboratively developed and reviewed by the Sustain Project, members including APUC, LUPC, HEPA, EAUC, various HE/FE institutional Procurement and Sustainability leaders, NUS (and other student associations) and People & Planet Supply Chain Code of Conduct, which is based on the Ten Principles of the UN Global Compact. Relevant suppliers are asked to sign the Supply Chain Code of Conduct (<https://rebrand.ly/royalholloway-supplierportal>) upon entering into a contract with the university. The Code sets out social, environmental and ethical standards that suppliers are expected to comply with, including no use of forced, involuntary or underage labour.

As a member of the LUPC consortium, we are automatically affiliated to Electronics Watch (<https://electronicswatch.org/en>), an organisation that works to monitor working conditions in factories producing Information and Communication Technology (ICT) goods bought by the public sector across Europe.

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 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.
- 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.
- Look to engage Electronics Watch to coordinate supplier compliance and due diligence in relation to this legislation.
- 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.

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

Approved By Council 19th November 2020.

Signed:



Professor Paul Layzell
Principal



Date: 2/12/2020

Engaging our Suppliers

All of our suppliers have been given the opportunity to complete our on-line assessment tool; this lets them tell us about the impacts (positive and negative) across the range of their business activities.

As of October 2020, 378 of our suppliers have filled this in and have told us about aspects of their operations including their approach to modern slavery. The information provided helps us to better understand our supply base and the issues that they face. The data constitutes a rich source of information that allows us to assess the level of awareness, of modern slavery and human trafficking, as well as the range of responses to it within our supply chains.

The table below provides a summary of the data generated from the assessment tool.

Of these suppliers we know that:	
They have a head office outside the UK	91
They source >25% of goods / services they provide outside of Europe	117
They have a dedicated lead for Corporate Social Responsibility or sustainability	117

Our suppliers are increasingly aware of the issue:	
Businesses are aware of the Modern Slavery Act	375
Businesses felt Modern Slavery is an issue for them	72

Of suppliers who are aware of the Modern Slavery Act we know that:	
They have a head office outside the UK	5
They source >25% of goods / services they provide outside of Europe	23
They have a dedicated lead for Corporate Social Responsibility or sustainability	36
They are an SME	286