

# LSTM (Group) - Modern Slavery Act Transparency Statement 2024



This is Liverpool School of Tropical Medicine (LSTM) Group's statement for the financial year 2023-24.

## Introduction from the Director of LSTM

Since the publication of our first statement in 2017, LSTM has worked towards building a strong foundation to work from to contribute to the global fight against slavery and human trafficking. This statement is designed to satisfy the requirements of Section 54 of the Modern Slavery Act 2015, by informing members, staff, and public stakeholders about LUPC and its policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains and the steps taken to identify, prevent and mitigate the risks.

## 1. Organisation's Structure

**LSTM**, founded in 1898, is the oldest school of tropical medicine in the world and is an internationally recognised centre of excellence for teaching and research in tropical diseases. The LSTM Group consists of **Liverpool School of Tropical Medicine**, comprising of academic departments, research centres, administrative departments and libraries; African based **NGO's**; consulting partners through **LSTM Consulting**; **IVCC**, researching the control of vector-borne diseases such as malaria and dengue and **Well Travelled Clinics Ltd** providing travel and occupational health services.

Our staff operate on an international scale researching and delivering life saving techniques in tropical medicine.

The LSTM Modern Slavery Working group consists of members from different disciplines across the organisation. The group work to make recommendations on preventing and addressing modern slavery within the LSTM Group and supply chain. Decisions and recommendations are shared with staff, students and partners throughout the LSTM Group.

## 2. Our Policies on Slavery and Human Trafficking

LSTM Group Modern Slavery policy (available at <https://www.lstmed.ac.uk/modern-slavery-statement>) was updated in line with the guidance provided through the Modern Slavery Assessment tool from UK.Gov. The changes reflect LSTM's continued work towards combatting modern slavery and human trafficking. Through the updated policy we have broadened the expectations for our supply chain partners as well as being more explicit on reporting and responding to incidents of modern slavery. Over the coming 12 months we aim to increase the volume of LSTM staff undertaking the Modern Slavery course and further develop LSTM staff awareness of modern slavery issues and risks.

Our Modern Slavery policy is actively promoted to all new suppliers joining our supply chain. New suppliers are invited to complete our Modern Slavery Awareness form during the onboarding process. Supplier's indicating low awareness of their obligations under the Modern Slavery Act are invited to learn more through LSTM internal training, discussion with Procurement professionals and directed to online resources provided by UK government and other sources.

## 3. Due Diligence Process for Slavery and Human Trafficking

A key part of the LSTM's Due Diligence Manager's remit is to establish how the different areas of LSTM are performing due diligence, whilst also identifying opportunities to strengthen these processes. During the past 12 months, LSTM's research due diligence process has been refined and fortified, and this includes ensuring that questions around Modern Slavery are being asked of LSTM's research partners and assessed alongside a robust safeguarding and whistleblowing framework. This approach is being rolled out more widely to ensure that not only research partnerships, but educational and academic, commercial and strategic partnerships are also sufficiently considered from a due diligence perspective.

## 4. Risk Assessment

### LSTM Supply Chain - Suppliers

We continue to monitor our supply chain awareness of modern slavery issues through a simple questionnaire issued to all new suppliers added to our Finance System. This questionnaire aims to assess current supply chain awareness and identify areas to develop with suppliers. We have seen similar responses to the previous year - 100% of respondents have indicated they are aware of their obligations under the Modern Slavery Act, but around 30% of suppliers had not taken any steps to ensure slavery and human trafficking is not taking place in their supply chains. This has given us a good indicator as to where to direct training in the future. Through our contract management processes we will continue to address these concerns with our key suppliers.

## 5. Measuring Our Effectiveness in Combating Slavery and Human Trafficking

Key Performance Indicators were identified in our statement last year.

KPI	Theme	Measurement	2022-23	2023-24
KPI1	Risk	Monitor the number of policies on the new template.	tbc	tbc
KPI2	Policies	Number of incidents reported	0	0
KPI3		Response time to respond to incident report	n/a	n/a
KPI4	Training	Monitor number of staff trained	TBC	3

## 6. Training and Capacity Building

To ensure appropriate levels of risk awareness in respect of modern slavery and human trafficking, all Directors in the organisation have been briefed on the subject. All staff involved in making purchases for LSTM are invited to complete a short Modern Slavery awareness training. Specific training has been undertaken by LSTM Modern Slavery Group members and our Head of Procurement undertakes the annual CIPS Ethical Procurement and Supply course and certificate to stay up to date. All staff have access to our Public Interest Disclosure and Whistleblowing code of practice through the LSTM Policy Hub.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2014 and constitutes LSTM's slavery and human trafficking statement for the financial year 2023-24.

**Approved by Board of Directors on 28<sup>th</sup> November 2024.**

**Signed by LSTM Vice Chancellor**

