

Modern Slavery and Human Trafficking Statement 2024

This Modern Slavery Statement outlines our commitment to being an ethically and socially responsible organisation.

We support and respect the principles proclaimed in the Universal Declaration of Human Rights. We are committed to improving our business practices to combat slavery and human trafficking, both domestically and internationally, to make sure that we are not complicit in any human rights violations.

We are committed to making sure that all employees, not just those engaged directly by us, are treated with respect and dignity; that they are working under their own free will, that they have freedom to associate and their right of collective bargaining is respected, that working conditions are safe and hygienic, that regular employment is provided and working hours are not excessive and that individuals are properly compensated for their effort.

We value the principles set out in the UN Convention on the Rights of the Child and we believe that there is no place for child exploitation in the supply chain. We are committed to zero tolerance of slavery and human trafficking or child labour practices.

Our Structure

We are a provider of Higher Education and research and are an exempt charity under the terms of Charities Act 2006 and incorporated by Royal Charter (company number RC000648). We have an annual turnover in excess of the statutory threshold.

We are dedicated to academic achievement across a broad range of disciplines. We are made up of 30 academic schools, organised into three faculties: Arts, Law and Social Sciences; Health and Life Sciences; and Science and Engineering. We have over 20,000 undergraduates and over 8,000 postgraduate students from more than 180 countries.

We are a major force in the economic, social and cultural life of Bristol and the South West region. We work hard to build effective links with the community and its industries, through high-quality research collaboration and productive knowledge exchange, the creation and support of new companies and enterprises, and the licensing of intellectual property.

Our policies, priorities and vision

We are committed to making sure that there is no modern slavery or human trafficking in our supply chains or in any part of the University's business. We have developed policies and continue to develop them to reflect our commitment to acting sustainably, ethically and with integrity in all our business relationships. We are working to develop, implement and enforce effective systems, processes and controls to make sure child labour, slavery and human trafficking is not taking place within in our supply chains.

We expect our suppliers to respect and treat employees in a morally and ethically appropriate manner. Our suppliers are required to demonstrate a commitment to making sure that their own

supply chain is free from child labour, forced labour modern slavery and human trafficking.

The University of Bristol supply chain

Our supply chain includes the purchase of goods, services and works necessary for the operation of the University and includes but is not limited to teaching and research, professional services, student recruitment services, student accommodation services, catering services, cleaning services, security services, workwear, IT and audio visual equipment, laboratory equipment and consumables, medical and veterinary equipment and consumables, furniture, stationery consumables, printing, travel, utilities, construction and facilities maintenance services.

Our supply chain is varied and includes individuals, SME's and multi-national corporations. We recognise that modern slavery and human trafficking can occur anywhere in its supply chain both in the UK and internationally and regardless of the supplier size or nature of the products or services being purchased.

We are working to identify and mitigate the risk of modern slavery in our supply chain. This includes but is not limited to:

- Incorporation of supply chain transparency within our broader Responsible Procurement Plan;
- continued commitment to the Environmental Management System, certified to the international standard ISO 14001, and other industry standards as appropriate;
- starting with areas identified as high risk we consider additional due diligence and exploration of suppliers during the procurement process;
- accreditation by the Living Wage Foundation as a Living Wage employer;
- registration with the independent Transparency In Supply Chain ('TISCreport') register of Modern Slavery Statements;
- registration with the UK Government's Modern Slavery Register;
- membership of Electronics Watch, which provides detailed information and risk-assessments concerning products manufactured in territories at higher risk of forced labour.

Due diligence processes for slavery and human trafficking;

Since the publication of the University's last Modern Slavery Statement, the University has continued to promote Social Value and supply chain transparency. In addition to publishing our own Modern Slavery Statement, the University interrogates Statements from our suppliers. This improves our ability to hold suppliers to account for the depth and compliance of their supply chain management.

The University is aware of issues that may complicate knowledge and confidence in the supply chain, including economic and geopolitical changes, which has required the University to seek alternative sources of supplies and equipment in some cases, and required us to ensure the confidence of new supply chain relationships.

We will continue to build upon our existing systems to:

- Identify and assess potential risk areas in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers and report unethical conduct.
- Understand our suppliers both nationally and internationally.

- Confirm our suppliers have in place suitable anti-slavery and human trafficking policies and processes and to support our commitment to ethical and sustainable business practices.
- Include modern slavery and human trafficking clauses in our standard terms and conditions.

Training


All staff are required to undertake training in Fraud Prevention, and are able to undertake additional training in Modern Slavery Prevention, available via the University's staff development portal ('Develop').

The University of Bristol's effectiveness at combating slavery and human trafficking for the future

Over the course of 2024/25 we will develop the measures by which we judge how effective we have been in making sure that slavery and human trafficking is not taking place in any part of our business or supply chains. This includes:

- Effective use of the recruitment and selection procedures;
- Due diligence in procurement, and working with our suppliers to understand their supply chains and how this complies with our expectations;
- Working with other contracting authorities to share information on supply chain confidence;
- Completion of audits conducted by internal and external auditors;
- Communication throughout successive tiers of the supply chain to confirm their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the University of Bristol's modern slavery and human trafficking statement for the financial year ending 31 July 2024. This statement has been approved by the University of Bristol's Board of Trustees.



Professor Evelyn Welch
Vice-Chancellor and President University of Bristol

Dated **3 December 2024**