

## **Compliance with the Modern Slavery Act 2015 Review of 2016/17**

Queen Mary University of London (QMUL) is dedicated to the public good, pursuing the creation and dissemination of knowledge to the highest international standards, thereby transforming wider society and the lives of our students and staff.

We currently teach over 23,000 students across five sites in London and also in locations outside of the UK, notably through our Joint Programmes in China and our activity at the University of London Institute in Paris. We have approximately 4,000 staff engaged in work to deliver and support our academic mission, which spans the full disciplinary spectrum, covering the Arts and Humanities, Social Sciences, Science, Engineering, Medicine and Dentistry.

The defining and differentiating characteristic of QMUL is that it is equally committed to the achievement of the highest international standards in education and research, and to the service of its local communities through public engagement and the promotion of opportunity to individuals less favoured by financial or social background. Our membership of the Russell Group of 24 leading UK universities is testament to our strategic commitment to the highest quality of research, but also to the best possible educational, cultural and social experience for our students.

QMUL is supported by a central Procurement function to drive value for money and ensure compliance within the supply chain.

### **Spend and risk categories**

QMUL supply chain are managed via 3 main categories, which are:

- Estates & Facilities – including projects, maintenance, and facilities management
- Professional Services – including IT, Marketing, Finance and other
- Educational – including Scientific and Laboratory equipment and consumables

The spend categories we have identified as high risk include Construction, IT equipment, Cleaning, security services and temporary staffing.

### **Work undertaken to comply with the Modern Slavery Act 2015**

We ensure that slavery and human trafficking are not taking place within QMUL or our supply chains as follows.

- All of QMUL's directly-employed staff are on standardized terms and conditions, which include an explicit commitment to pay the London living wage as a minimum.
- All agencies who supply QMUL with staff are contractually bound to pay the London living wage and provide verification of the identity and right to work for their staff.
- All significant service/goods contracts are overseen by QMUL's Procurement Team and include a commitment to, and evidence of, compliance with the Modern Slavery Act within the tender and award process.
- Our due diligence processes and legal agreements for academic partnerships include a commitment to compliance with the Modern Slavery Act. We have confirmed that our partners in

China, including our Chinese subsidiary, are required to comply with Chinese law which prohibits human trafficking and forced labour.

### **Actions taken to assist with tackling Modern Slavery through tenders**

- Additional requirement included for suppliers to declare affiliations to professional bodies, which indicates the willingness of the supplier to adhere to the Modern Slavery Act.
- Declaration by suppliers to confirm compliance to the Act, and requested to send a copy of the statement / policy
- Statement added to inform suppliers that QMUL reserve the right to carry out site visits or interview workers, if there are concerns of non-compliance

### **Actions taken to assist with tackling Modern Slavery with existing contracts**

- Developed a Modern Slavery Questionnaire
- Identified high impact suppliers and sent questionnaires for completion to assist with the better understanding of the supply chain.
- Included clauses in standard terms and conditions for suppliers to comply with the Act.

### **Our plan for the future**

QMUL reaffirms its commitment to better understanding its supply chains and working towards greater transparency and responsibility towards people working on them.

A few of the actions are detailed below:

- A web resource will be developed to provide guidance for staff on the implications of the Act, their responsibilities in regard to it, and the routes to escalate concerns or issues they may have about a situation or supplier.
- Further commercial contracts will be reviewed and amended to reflect suppliers' responsibilities under the Act and our role in working with them to review supply chains and ensure compliance.
- We will continue to proactively work within our Higher Education Procurement networks and purchasing consortium to ensure that we share and learn from best practice.

### **Statement of compliance**

As a result of the work completed we can confirm that to the best of our knowledge we are compliant with our responsibilities under the Act. We will continue to review our approach in relation to the Act and ensure that best practice is incorporated into our policies, procedures and contractual arrangements.