

## **The University of Birmingham Modern Slavery and Human Trafficking Statement**

The University of Birmingham does not tolerate modern slavery and is committed to implementing and enforcing effective systems and controls to minimise the risk of modern slavery taking place anywhere in the University, its activities, its supply chains or through its collaborative partners.

The University will not support or deal with any business or institution knowingly involved in modern slavery practices in any part of its operations and has taken steps to reduce principal risks affecting the University relating to modern slavery including:-

- A review of procurement procedures and template procurement documentation, introducing new or revised procedures and template documentation designed to identify and assess modern slavery potential risk areas when considering new suppliers.
- A review of existing supply chains as part of our supplier relationship management activities including regular discussions with key suppliers and assessment of compliance with modern slavery legislation.
- A review and updating of the policies and contract documentation of the University. Activities will be carried out in compliance with the Flexible Framework Level 4 standard for Ethical Procurement and the University's Sustainability Task Group requirements
- A review of our recruitment and induction procedures to inform new staff of the processes and procedures within the University to prevent modern slavery.
- The provision of appropriate training to staff members, relevant to their role, together with processes and information designed to promote staff awareness of the University's Modern Slavery and Human Trafficking policy.

The University is not aware of any modern slavery activities within its operations or supply chain but if any were discovered then it would act to ensure compliance with legislation and its own policies to prevent further abuse.

The University will assess any instances of non-compliance with its Anti Modern Slavery and Human Trafficking Policy on a case by case basis and will then tailor remedial action appropriately.

The University will seek to trade with suppliers who comply with this statement and modern slavery legislation or those who are taking verifiable steps towards compliance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking Statement for the financial year ending 31<sup>st</sup> July 2016.

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

Approved by Council  
Date 6th October 2016