

Modern Slavery Act Statement

Introduction

The University of Sussex was the first of the new wave of universities founded in the 1960s, receiving its Royal Charter in August 1961. Over 50 years on, the University has become a leading teaching and research institution with an annual income of around £260 million.

The University attracts significant levels of funding from industry, research organisations and Government.

It offers its 16,000 students over 200 undergraduate degrees and around 140 taught postgraduate programmes across 12 schools of study, including the Brighton and Sussex Medical School. The University also engages in activity overseas from delivering programmes and research in foreign institutions to conducting recruitment and marketing activity abroad.

The University employs over 2,400 staff, of which over half are support staff.

The Statement

This statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015, by informing our suppliers, students, staff, and the public about the University and its policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

The statement sets out the steps taken in the financial year 2015/16 to prevent forced labour and slavery in our supply chain, our own operations and through involvement with our business partners. In line with Home Office guidance we aim to make progress over a period of time across a broad range of potential exposures and this first year of reporting sets out the steps which have been our first priority under this new legislation. These are focussed around our conventional procurement activity and are part of a broader and longer term intention to focus our actions in other areas of our business including contractual relationships and partnerships with other organisations that fall outside of the conventional procurement and supply chain activity.

The University's supply chains mainly fall under four categories, which are:

- Science, Technical, Engineering and Medical Goods and Services
- Professional Services
- ICT Equipment and Services
- Estates Goods and Services

The principal areas which carry material risks are office supplies, laboratory consumables, ICT and AV equipment and some estates services, such as cleaning and security services. The majority of these items are purchased under the Southern Universities Procurement Consortium (SUPC) who fully support the Act. Their statement and further information on how they ensure compliance with the Act can be found via the link below:

<http://www.supc.ac.uk/images/documents/SUPCStatementonModernSlavery.pdf>

Many of the SUPC suppliers in these higher-risk areas will be asked to commit to the Base Code of the Ethical Trading Initiative (ETI) and SUPC work to persuade all suppliers in these categories to support these initiatives. The ETI Base Code is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice, requiring that:

1. Employment is freely chosen;
2. Freedom of association and the right to collective bargaining are respected;
3. Working conditions are safe and hygienic;

4. Child labour shall not be used;
5. Living wages are paid;
6. Working hours are not excessive;
7. No discrimination is practised;
8. Regular employment is provided; and
9. No harsh or inhumane treatment is allowed.

These principles are underpinned by the University's contractual terms. Our terms and conditions are designed to be used for all companies with whom we contract and stipulate that the same terms apply to all parts of their associated supply chains. Wherever possible the University ensures that our terms and conditions are used but in instances where a supplier's terms are used, the University will conduct a full review to ensure that these principles are adhered to in full. For instances where terms are agreed with any foreign government or institution with whom the University contracts abroad, it will be ensured that equivalent terms exist within the contract. This process is defined in the University's Purchasing Policy which can be found on the University's Procurement web pages via the link below:

<http://www.sussex.ac.uk/procurement>

Compliance with the Act is incorporated into the pre-qualification criteria for all tendered activity as well as full acceptance of the University's terms and conditions. In instances or markets where a higher risk is identified, additional qualifying criteria will be included in any evaluation process.

The University commits to developing a better understanding of its supply chains and working towards greater transparency and responsibility towards people working within them.

For contracts already awarded we will identify those supply chains which represent a medium-to high-risk of modern slavery, human trafficking, forced and bonded labour, and labour rights violations. Working with our suppliers, and partnering organisations, we will monitor those supply chains that have been identified as a potential risk and take appropriate action where necessary.

This statement has been approved and published by the Vice Chancellor and will be reviewed at least once annually. Any queries concerning the statement should be directed to the University's Director of Finance.