



Modern Slavery Statement 2018

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking - all of which have in common the deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

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 July 2018.

Overview

As a member of the Russell Group of UK research-intensive universities, Queen's combines excellence in research and education with a student-centred ethos. Queen's is one of the leading universities in the UK and Ireland, with a distinguished heritage and history. Ranked 180 in the world, with an annual turnover in excess of £350m and some 23,000 students, Queen's is one of the region's largest employers with 4,000 staff. Queen's plays a unique leadership role in Northern Ireland contributing £1.9 billion to the UK economy and supporting over 9,250 full-time jobs.

The University is registered with the Charity Commission for Northern Ireland and through Senate, is aware of our responsibilities as a charity to act for the public benefit across all of its activities.

Our supply chains

Our supply chain is diverse and we procure a wide range of direct and indirect goods, services and works. Where appropriate, we utilise procurement frameworks established by collaborative consortia who assess and monitor risk.

Given the global reach of the supply chains associated with our business, we recognise that there is the potential risk of modern slavery occurring, especially in specific areas that are identified as high risk such as electronics, building materials and construction, facilities management, laboratory consumables, clothing, catering/food and office supplies.

Our policies on slavery and human trafficking

We recognise our responsibility to ensure environmental and socially responsible practice in all our teaching, research and knowledge transfer activities, and this extends to the sustainable procurement of works, supplies and services.

In light of the obligation to report on the steps to ensure that slavery and human trafficking is not taking place in our supply chains, we have reviewed our procurement policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our well-established procurement policies and procedures demonstrate our commitment to acting ethically, and with integrity, in all our business relationships, and have been enhanced to ensure that we include direct reference to slavery and human trafficking. We include Modern Slavery as a supplier response question and have included it in the Invitation to Tender as a consequence, when relevant. Furthermore incident response plans are now required from high risk suppliers.

It is acknowledged that Modern Slavery is a constantly changing global issue, and we will endeavour to consciously update and review processes for the detection of its existence in our supply chains, and review approaches to monitor the effectiveness of such processes.

Due diligence processes for slavery and human trafficking

For high risk areas we already ensure that clauses, which require ethical sourcing of supplies are included in contracts and we actively contribute to the sectoral Purchasing Consortium, of which we are a member, to ensure that Modern Slavery is considered in areas that have known risks.

As part of our initiative to identify and mitigate risk we have also worked with our sectoral Purchasing Consortium to review available risk assessment tools and techniques which can assist in the management of supply chain risk, and have committed to the use of such tools.

In a University context, if you think someone may be a victim of Modern Slavery or if there is a risk of it occurring please report this without delay to the Procurement Office using the e-mail address procurement@gub.ac.uk. Suppliers or staff may also use the Whistleblowing process which is available on the University Website at the following link [here](#) and/or the confidential Modern Slavery Helpline on **08000 121 700**.

Supplier adherence to our values

We adopt a zero tolerance approach to slavery and human trafficking. To ensure all those in our supply chain, and our contractors, comply with our values we will review our agreements and dealings with suppliers in risk areas to ensure compliance with anti-slavery measures. We have ensured that the matter has been highlighted on our website under the section that deals with information for suppliers and have enhanced our minimum standards to include a section on Modern Slavery.

Training

Awareness training has been undertaken by all procurement staff in relation to Modern Slavery and this was refreshed with the deployment of a new supplier monitoring tool in 2018.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, we have completed a programme of University-wide awareness training facilitated by the charity Unseen and we intend to develop this further through the provision of targeted training to relevant members of staff. We have also provided awareness material and training for those who are new to Queen's or may have missed the onsite training. This is accessible via the Finance Training website which is accessible to all University staff.

All Procurement Office staff are also required to undertake annual training on Modern Slavery through the Chartered Institute of Procurement and Supply or by utilising the training provided by the Higher Education Procurement Association (HEPA).

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