

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

The following statement is made by the University of York in acknowledgement of section 54(1) part 6 of the Modern Slavery Act 2015 and sets out the steps that the University has taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our core activities. This annual statement is a moment in time report covering the 2020/21 financial year which ended 31st July 2021.

Our Organisational Structure

A member of the Russell Group of research-intensive universities, we are committed to high quality research across a wide range of disciplines. We have over 30 academic departments and research centres and a student body of around 20,000.

Our Policies and Actions to Prevent Slavery and Human Trafficking

The University of York has a Code of Practice and Principles for Good Ethical Governance which it follows when undertaking any academic activities; this is reinforced in the University's Strategic Aims for delivering research for the public good. The code gives particular consideration to activities conducted overseas or in collaboration with overseas partners, in countries/under regimes with poor human rights records or identified as dangerous by the Foreign & Commonwealth Office.

It is a condition of employment with the University, irrespective of the type and duration of contract, that successful candidates are able to prove they are legally entitled to work in the UK. All potential employees are asked to bring original documents, demonstrating their right to work in advance of their start date. Right to work documents are checked for all employees prior to them undertaking any work for the University. Overseas appointments are only permitted in exceptional circumstances, in consultation with the HR department and with authority from the relevant UEB member and follow the same right to work checks for the country in question.

In terms of our supply chain, we are working in collaboration with Netpositive Futures and have continued to embed an online [supplier engagement tool](#), developed in conjunction with the [Stockholm Environment Institute at York](#), which increases awareness of sustainability issues and allows us to:

- Establish a single mechanism to engage contracted suppliers with the issues of Modern Slavery.
- Provide support and guidance to our supply base and share best practice.
- Track the actions being taken and progress being made by our supply chain in addressing aspects of modern slavery.

In addition, the University is registered in its own right with the Netpositive supplier engagement tool as a provider of services to other organisations.

Areas of Risk of Slavery and Human Trafficking

We recognise that the main risk of slavery and human trafficking is in the high spend supply chain areas of Property Management & Construction, IT, Laboratory Supplies and Catering. Through work on our supplier engagement tool we will be addressing each area of spend in turn to look at the strategies our supply chain has in place to ensure the risk of slavery and human trafficking is minimised.

Property Management & Construction

Property management and construction constitute the second largest area of the University's expenditure and, as such, presents an area of influence in reducing the risks of modern slavery occurring in the supply chain. Whilst due diligence is carried out on the employment practices of contractors, another area of risk is how building materials are produced. All timber related products procured by the University are Forest Stewardship Council (FSC) certified with full chain of custody meaning the timber and timber products are from suppliers who maintain or enhance the social or economic wellbeing of their workers ([The Ten FSC Principles](#)).

IT & Electronic Goods

The University uses a number of framework agreements in the IT and electronic goods areas. The purchasing consortia who own these frameworks take active steps to mitigate the risk of abuses occurring in supply chains e.g. through the Sustain Supply Chain Code of Conduct. Many of the University's suppliers of high volume, repeat purchases (such as laptops) are monitored by Electronics Watch for possible

human rights abuses, benchmarked for worker wellbeing by KnowTheChain and audited by the Responsible Business Alliance.

Laboratory Supplies

Laboratory consumables is an area at risk of slavery and human trafficking occurring, given the low value/high throughput nature of their production across factories in many countries. The purchasing consortium responsible for the framework agreements for laboratory consumables that the University uses has undertaken assessments of plans in place with suppliers to ensure all their supply chains are in accordance with the Ethical Trading Initiative Base Code.

Catering

The University's catering outlets provide Fairtrade/Rain Forest Alliance certification tea and coffee as standard offerings and the University is extending their availability across campus.

Developments In 2020/21

- Using the commodity code mapping, the University continued to target the key 'at-risk' areas to develop action plans from suppliers.
- The University engaged with regional consortia on developments in monitoring supply chains.

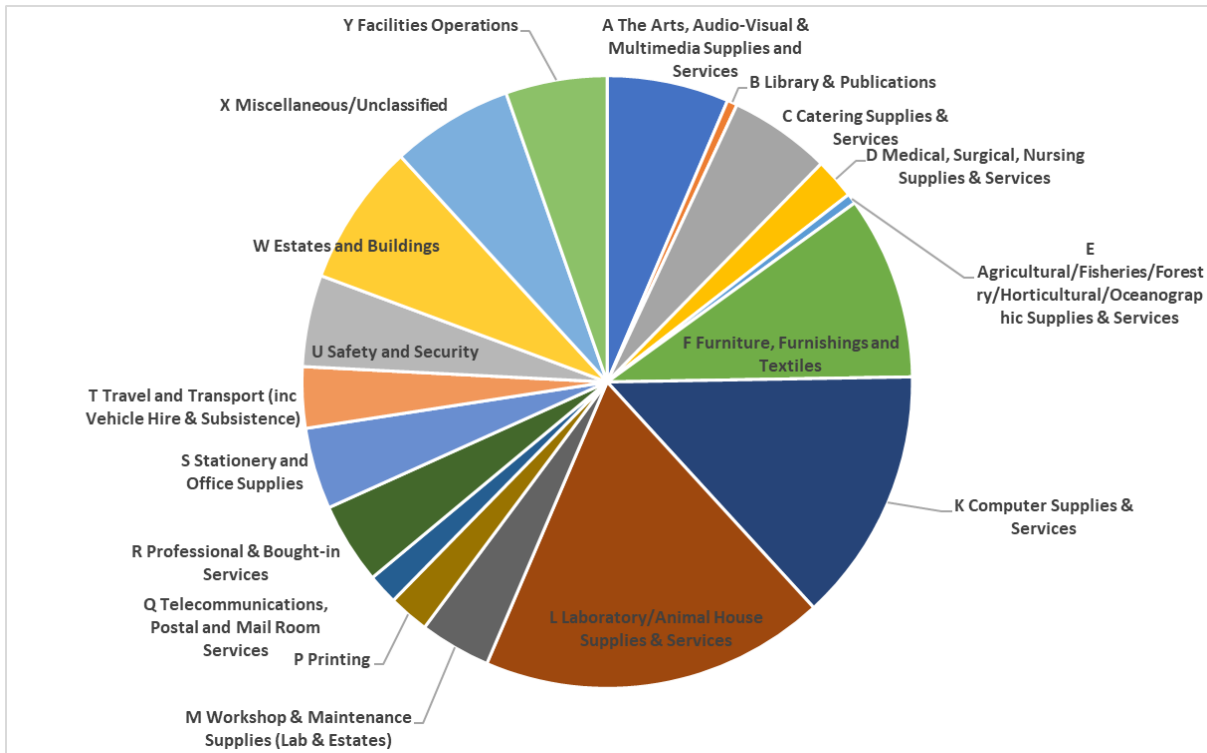
The University undertakes an engagement programme with its key suppliers in order to address the risks associated with modern slavery and the actions in place to mitigate these risks. Generic supplier action plans to address the issue of modern slavery in supply chains are summarised below:

ISSUE	ACTION
Modern slavery is an issue for every business and we need to explore it	Develop a robust approach to removing Modern Slavery from your supply chains

Modern slavery is an issue for every business and we need to explore it	Publish a Modern Slavery Statement
Modern slavery is an issue for every business and we need to explore it	Provide Modern Slavery training for staff
Modern slavery is an issue for every business and we need to explore it	Engage with your suppliers about Modern Slavery
Modern slavery is an issue for every business and we need to explore it	Plan a response to the discovery of Modern Slavery in your business operations

Commodity Areas

Action plans have been mapped to the commodity code of each supplier. This analysis is then used to target the commodity areas identified as at high risk of human trafficking and slavery taking place within their supply chains.



Our Future Actions

We will continue to implement and develop the following action plan to address the risks slavery and human trafficking represent in our supply chains and core operations:

- Using the commodity code mapping, the University will continue to target the key 'at-risk' areas and develop action plans from suppliers.

This statement will be reviewed annually to monitor progress in minimising the risk of slavery and human trafficking occurring in any part of the University's supply chains or core operations. Any queries regarding this statement should be addressed to sustainability@york.ac.uk.

Vice-Chancellor

January 2022