

University of Liverpool

Modern Slavery Statement

Version Number	V3.0 (v1.0 first published for year ending 31st July 2016)		
Document Status	Revised (existing policy)		
Effective Date	27 th January 2025		
Review Period	Annual review		
Responsible Department	Procurement Department		
Policy Author	Amy Noble, Director of Procurement		
Approval Route	Committee	Submission Date	Approved?
	Senior Leadership Team	20 th January 2025	Yes
	Council	27 th January 2025 via Chair's action	Yes
Linked Documents	<p>A number of our existing policies can be considered to support fair working practices for our staff and suppliers, and ensure we buy ethically. These include but are not limited to:</p> <ul style="list-style-type: none"> • HR Policies in relation to workplace rights/market conditions/pay • Responsible Procurement Policy (Including Supplier Code of Conduct) • Sustainability Strategy 		
Does this replace any previous policies?	N/A		
Consultation	<p>This policy was prepared in consultation with the following departments:</p> <ul style="list-style-type: none"> • Procurement Department • Sustainability Department • Legal and Governance Department 		
Equality Impact Assessment (Evidence of due regard to Public	<p>The Modern Slavery Statement supports our commitment to the United Nations Sustainable Development Goals. It provides commentary on measures taken to combat modern slavery and human trafficking.</p>		

Sector Duty and Equality Act)	
Regulatory/ Compliance	N/A
Data Protection	N/A
Communication	The policy will be embedded through procurement policies and procedures. We have introduced the sector wide NETpositive Supplier Engagement tool, to record supplier sustainability activities, including actions taken by suppliers to identify and eliminate modern slavery in their supply chains. This work will be supported by the University's Sustainability Department.

1. Introduction

The University of Liverpool ("the **University**") is committed to protecting and respecting human rights and does not tolerate slavery, human trafficking and other exploitation. This statement sets out the steps the University is taking to prevent slavery, human trafficking and exploitation across our business and supply chains.

This statement is a requirement under section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015 ("the Act") and constitutes the University's response to the requirements of the Act in relation to actions and activities for the financial year ending 31st July 2024.

2. Organisational Context

The University of Liverpool is a large research-intensive university with over 27,000 registered full and part time students, and over 7,000 staff. We are a global institution, and a major employer within the Liverpool City Region.

The Senior Leadership Team (SLT) is the University's key executive committee chaired by the Vice-Chancellor, Professor Tim Jones.

3. Policies and Commitments

The University regularly reviews its policies and procedures to ensure adherence to its commitment to acting ethically and with integrity across its business relationships. The University implements and enforces effective systems and controls to minimise the risk of slavery and human trafficking taking place across its supply chains.

A number of our existing policies support fair working practices for our staff and suppliers, and ensure we buy ethically. These include but are not limited to:

- HR Policies in relation to workplace rights/ Market conditions/ Pay
- Responsible Procurement Policy (Including Supplier Code of Conduct)
- Sustainability Strategy

- [HEPA Modern Slavery Act Tools](#)
- Chartered Institute of Purchasing and Supply (CIPS) Code of Conduct. Most of our strategic procurement officers are members of CIPS, the professional association. As members, they must comply with this code, which includes adherence to laws, ethics and personal integrity.

4. Risks - Supply Chain and Procurement

The University has undertaken a high-level risk assessment to identify the potential sectors and suppliers where issues around human trafficking could arise. These sectors include *but are not limited to*:

- Construction and estates
- Catering
- Waste and recycling services
- Outsourced security services
- Textiles/ garments
- Information communication and technology equipment and services
- Agency workers.

Goods and services are procured from suppliers across the globe and range from local small and medium sized enterprises (SMEs) through to large multi-national/global companies. Having considered our supply chain and our procurement procedures, we have assessed the risk to be low, and the risk is managed through robust due diligence checks.

Our [Supplier Code of Conduct](#) establishes our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains. This document is issued to high-risk suppliers via the tendering process, and introduced through the wider supply chain network to medium, and low risk suppliers. The risks associated with a particular category are determined by a number of factors, including but not limited to:

- The prevalence of a low paid and seasonal workforce
- Supply chains operating in developing countries
- A heavy reliance on extracted materials, farming or agriculture
- High volume, low cost manufactured goods.

We actively review our standard contract terms and conditions to ensure compliance with the Modern Slavery Act 2015. The University maintains its standard terms and conditions for purchasing of goods, works and services, together with its contracts for Contractors and Consultants, to include an obligation to comply with the Modern Slavery Act and to pass this down to any supply chain. Tender documents also include our standards on protecting human

rights in the supply chain to ensure suppliers are aware of our requirements. We continue to apply the sector wide NETpositive Supplier Engagement tool, to record supplier sustainability activities, including actions taken by suppliers to identify and eliminate modern slavery in their supply chains.

The University analyses its external expenditure on bought goods and services to better understand and manage this expenditure in order to:

- improve the visibility of our chosen suppliers and contracts so members of staff can select goods and services from approved suppliers;
- provide greater clarity and auditable detail regarding how we identify and procure our suppliers and contractors;
- facilitate management of suppliers e.g. supplier rationalisation, supplier relationship management;
- facilitate our management of supply categories and mitigate their risks.

The University has purchased licenses to the following tool to help audit/monitor modern slavery requirements:

- **Net Positive Futures** - a supply chain sustainability monitoring platform that helps the University to better capture and understand supply chain activity plans for Modern Slavery Act and its carbon footprint from bought goods and services. It is a requirement for our suppliers to sign up and we are working hard to onboard as many as possible.

5. Collaborative Engagement Actions

The Procurement Team plays an active role in the utilisation and application of national university procurement consortium framework agreements. These contracts contain specific human rights protection and anti-trafficking obligations on suppliers and leverage the expenditure of the entire sector. The University is a member of the [North West Universities Procurement Consortium \(NWUPC\)](#), which in turn is part of a wider network of consortia covering higher education across the UK. Together, the purchasing consortia have agreed a shared Sustainability Policy to which all consortia are committed. This policy includes steps that form part of the supplier selection process for the major collaborative framework procurements that are conducted on behalf of consortium members, part of this selection process is aimed at ensuring that slavery and human trafficking are not taking place within the supply chain. Approximately 30% of the University's non-pay expenditure is channelled through such collaborative framework agreements.

The NWUPC is an affiliate member of Electronics Watch on behalf of its members. Electronics Watch is an independent monitoring organisation established with the purpose of protecting the rights of workers within supply chains. Their focus is on working with public sector organisations who purchase electronics and collaborating with them to have a positive impact on workers through the goods the public sector procures. As members of NWUPC we attend regular Responsible Procurement Group meetings.

6. Training

We have developed an online training module to raise awareness of these risks amongst all relevant staff across the University.

Supplier training is provided in partnership with NETpositive Futures on both Modern Slavery and Ethical Business Practice.

7. Reporting Commitments and Transparency

In line with our commitment to combat modern slavery, we place a strong emphasis on reporting commitments and transparency. We recognise the importance of openly sharing information regarding our efforts to address this issue within our organisation and supply chains. Our modern slavery statement serves as a platform to outline our strategies, policies, and actions aimed at eradicating modern slavery.

We provide regular and comprehensive updates on our progress, ensuring that our stakeholders, including students, staff, partners, and the wider community, are well-informed about our ongoing initiatives in the fight against modern slavery. By promoting transparency in reporting, we demonstrate our unwavering dedication to accountability and the protection of human rights.

The University is committed to developing its policies, processes and procedures to ensure ongoing compliance with the Modern Slavery Act and to ensure the policies around a zero tolerance to incidents of human trafficking and slavery are embedded.

Where staff or others have concerns about potential breaches of the Modern Slavery Act, these should be raised directly with the University's Director of Procurement, who can be contacted via the following e-mail address: amynoble@liverpool.ac.uk.

A handwritten signature in black ink that reads "Kevan Ryan". The signature is written in a cursive, flowing style.

Kevan Ryan
University Secretary and General Counsel