

## **Anti-Slavery and Human Trafficking Statement – 2015/16**

Modern slavery is a crime and a violation of fundamental human rights.

The University of Reading is committed to improving our practices to combat slavery and human trafficking.

### **Organisational structure**

The University of Reading is an independent chartered corporation with charitable status. It is based in the United Kingdom. The objects of the University, as set out in its Charter of Incorporation, are for the public benefit to advance education, learning and research through the provision, support and maintenance of a University.

The University of Reading has a number of subsidiary companies, which constitute our Group. Our subsidiary companies are as set out in the University's Ordinances, and they operate in the United Kingdom, Malaysia, South Africa and Germany. The Group has over 4200 employees worldwide.

We have a global annual turnover of £344,768,000.

### **Our supply chains**

Our supply chains include a wide range of goods and services. The University will carry out in the first half of 2017 a risk assessment to identify areas of risk in respect of the supply chains. We intend to give particular initial consideration to industries that may give rise to higher levels of risk (such as IT manufacturing, food production, clothing and merchandising manufacture and construction) and the geographical location of suppliers.

### **Our policy on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Procurement Policy reflects 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 anywhere in our supply chains. This can be found [here](#).

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place systems to:

- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers (see [policy](#)).

We have introduced standard form contractual clauses requiring suppliers to the University to comply with all relevant laws combatting modern slavery and human trafficking; to confirm that they have not breached such laws and requiring them to notify the University of any breach or potential breach; and to ensure that these obligations are flowed down to sub-contractors of suppliers.

### **Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. To ensure all this we will develop our supplier Code of Conduct and terms and conditions to mitigate the risk.

We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal Services;
- Internal Audit;
- Human Resources;
- Procurement; and
- Governance.

This team will lead the University's activity in enhancing its procedures and practices to minimise the risk of modern slavery or human trafficking in its supply chain.

### **Training and awareness**

To ensure an appropriate level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are identifying suitable training and are providing applicable information to relevant staff.

During 2015/16 we have publicised to all staff the amended Procurement Policy, which includes a statement on the University's approach to and measures to combat modern slavery and human trafficking in its supply chains and business.

### **Our effectiveness in combating slavery and human trafficking**

During 2015/16 we have commenced a review of our practices and procedures relevant to ensuring there is no slavery or human trafficking in our supply chain, and have put in place the measures described above.

During 2016/17 the University intends to take the following further steps to combat slavery and human trafficking:

- ensure that all University departments are following the agreed policy, processes and, where appropriate, staff have completed suitable training;
- carry out a risk assessment to identify areas of risk in respect of the supply chains and develop a plan to target our activity where more significant risk areas are identified. We will take advice from CIPS (Chartered Institute of Procurement and Supply) on how to identify and mitigate risks;
- ensure that all of our processes and documentation are appropriate, including tendering, due diligence and terms and conditions. Any new processes will be embedded into current processes in a proportionate way to ensure risk is appropriately managed;
- develop a Supplier Code of Conduct that the University will include in its tendering procedure and require suppliers to accept;

- develop further understanding our suppliers' supply chains; and
- link activity in the UK to our overseas subsidiaries to create consistent practices, whilst being cognisant of local laws.

**This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015 and constitutes the University of Reading's Groups slavery and human trafficking statement for the financial year ending 31 July 2016.**



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**Dr Paul Preston**  
Chair of the Council  
The University of Reading

Dated:

