

University of Greenwich

Anti-Slavery and human trafficking statement for the financial year 2017-18

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 ('the Act') and constitutes the University of Greenwich's ("Greenwich") modern slavery and human trafficking statement for the financial year commencing 1 August 2017 and ending 31 July 2018.

This statement has been approved by the Greenwich Court, who, together with the Audit Committee, will review and update it as necessary on an annual basis.

Greenwich is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

Structure and business of the Organisation

Greenwich is a UK based university. It was incorporated in 1970 as a company limited by guarantee and is an exempt charity for the purposes of the Charities Act 2011. The Higher Education Funding Council for England (HEFCE) is the principal regulator both for the areas which it funds directly and on behalf of the Charity Commission for England and Wales.

The University Court is responsible for the setting and monitoring of the University's strategic direction and for ensuring the effective management of the institution. Members of the Court act as company directors and as charity trustees.

The objects of the University are set out in its Memorandum and Articles of Association and are to advance learning and knowledge in all its aspects, to enable students to develop their abilities, to contribute to the community and to develop research.

Greenwich including its wholly owned subsidiary companies had an annual income of £200,549,000 in the previous financial year. The annual accounts are available online at <https://docs.gre.ac.uk/rep/finance/report-and-financial-statements>.

The academic structure of the University is organised around four faculties, organised by academic departments / research institutes. Professional services directorates include within the Finance Office a central procurement team which provides professional purchasing support services to the University. Greenwich has devolved purchasing in its Faculties and Professional Service Departments and purchases a range of goods and services, from research equipment to consultancy services.

Further information regarding Greenwich's business and structure can be found on the University website at <http://www2.gre.ac.uk/about/governance>.

Policies on modern slavery and human trafficking

Greenwich continues to review its workplace policies and procedures to ensure that they comply with the University's commitment to act ethically and with integrity in all of its business

relationships, including minimising the risk of slavery and human trafficking taking place anywhere in the University's supply chains. The University has developed a Modern Slavery and Human Trafficking Policy which it will seek to implement over the course of the next year and beyond.

Supply chains

Greenwich is a member of several purchasing consortia including the London Universities Procurement Consortium (LUPC), a non-profit buying organisation. LUPC has published its own Anti-Slavery and Human Trafficking Statement which sets out its position and strategy in working to prevent acts of slavery and human trafficking throughout the supply chain. Similar positions and publications have been adopted by other purchasing consortia with which Greenwich engages: APUC, SUPC and Crown Commercial Services.

Greenwich has developed standard contractual clauses which are being rolled out into its standard terms and conditions of supply. These standard terms oblige all suppliers of goods and services to the University to adhere to the principles of the Act and to maintain records and evidence of their compliance. Similarly, terms are being introduced into agreements with overseas agents and international partner colleges to ensure their practices comply with the UK Act's requirements.

Greenwich also has a policy of not employing unpaid interns, and encourages companies with which it engages across the range of suppliers of goods and services to pay its interns.

Due diligence processes

Greenwich is putting in place systems to identify, assess and monitor potential risk areas in its supply chains, focussing initially on specific categories and requirements that may have higher potential exposure to the requirements of the Act, such as construction, IT, Facilities Management (cleaning, catering and security) services and recycling services.

Further steps

Greenwich intends to initiate during the current year the following steps to combat modern slavery and human trafficking:

- Further develop new Terms and Conditions of supply documents, which will include a requirement for all suppliers to adhere to the terms and principles of the Act;
- Continue to review the supply chain and prioritise risks, considering specific categories that may have higher potential exposure to the requirements of the Act;
- Instigate training and workshops for key staff to highlight how modern slavery and human trafficking may be identified and combated;
- Review how best to audit direct, non-purchasing consortium suppliers to ensure that there is no breach of the Act;
- Consider the wider implications of modern slavery and human trafficking, to include a review of other University activities, including Greenwich's policies on investment and acceptance of gifts, as well as procurement activities.

Approved by the Court, November 2017

Signed on behalf of the University of Greenwich
Marianne Ismail, Chair, University Court