

Modern Slavery Update

The purpose of this document is to provide an update on how Ulster University has responded to the challenge of Modern Slavery both in line with the Modern Slavery Act (2015) and our civic commitments.

Since we published our Modern Slavery commitment we have taken the following actions:

Procurement Process

- Ensured that Modern Slavery is considered at the start of every procurement project
- Ensured Modern Slavery is highlighted in the Invitation to Tender
- Incorporated Modern Slavery into a Sustainability Impact Analysis process, which is embedded within the procurement process

Staff Development

- All procurement staff have received training on Modern Slavery
- Modern Slavery is included within the induction process for all new staff
- Detailed guidance on considering Modern Slavery has been placed on our procurement pages for staff, students and suppliers

Supplier Development

- All suppliers have received a free sustainability action planning tool, which includes Modern Slavery
- All suppliers are asked to commit to actions on Modern Slavery and the take-up on these actions is monitored
- We review the evidence provided by suppliers on their Modern Slavery actions and commitments

In 2018 we launched a supplier development tool to support our suppliers on a range of sustainability issues including Modern Slavery. The following data has been drawn from the tool and will be used to support and shape supplier development on Modern Slavery.



Of our suppliers who have committed to action on Modern Slavery:

Action	Not started	In Progress	Completed	Provided evidence
Publish a Modern Slavery Statement	13%	34%	53%	34%
Provide Modern Slavery training for staff	22%	25%	53%	30%
Develop a robust approach to removing Modern Slavery from your supply chains	19%	35%	46%	35%
Plan a response to the discovery of Modern Slavery in your business operations	29%	14%	57%	19%
Engage with your suppliers about Modern Slavery	24%	27%	49%	32%

Engagement by some High-Risk Sectors

Across our engaged suppliers **8%** currently see Modern Slavery as an issue they need to explore. When we look at recognised high-risk sectors on Modern Slavery we see the following level of recognition for the importance of responding to this issue.



We will continue to increase awareness and support suppliers to actively respond to the challenge of Modern Slavery.

Our Targets for Supplier Engagement on Modern Slavery

- Increase use of the Supplier Engagement Tool within high risk Modern Slavery sectors
- Increase the number of practical actions taken by our suppliers when responding to Modern Slavery
- Continue to develop Modern Slavery awareness amongst the procurement professionals within the University

Quotes from suppliers:

We have a policy backed by in-house training for all 5000 employees on modern slavery.

We have an extensive ethical guide to which vendors are asked to agree and sign. The guide contains our Policy and requirements for alignment to the ETI Base Code.

The policy has been communicated to all staff; with additional training for those involved in procurement.

Any supplier discovered to be engaged in any Modern Slavery or unethical trading practices will be immediately suspended from supplying our organisation.