

Modern Slavery Act 2015 - Modern Slavery and Human Trafficking Statement 2025

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the "MSA") and constitutes the slavery and human trafficking statement of the University of Surrey ("University", "we", "our"). It will replace our previous statement, published in 2024, effective upon approval by the Executive Board.

We are committed to improving our practices to combat slavery and human trafficking and are committed to significantly minimising the risk of slavery and human trafficking taking place in our supply chains or in any parts of our business.

Our organisation's structure

The University of Surrey is constituted and founded by Royal Charter within the Higher Education sector. The University has approximately 2500 employees. Our operations are primarily based within the United Kingdom. The University is supported by a centralised strategic procurement team. Lower value transactional purchasing is devolved to individual departments and faculties, with defined thresholds for purchase order approval to escalate based on the value of spend. The University also owns several subsidiaries, including Surrey Sports Park Limited and Blackwell Park Limited.

Our supply chains

Our main supply chains are:

- Laboratory chemicals, consumables, and equipment
- IT equipment, software, and services
- Estates, facilities, and commercial services
- Corporate services including travel
- Academic and Campus services

Within these categories we believe the following types of goods and services contracts are likely to carry the highest risks in relation to modern slavery and human trafficking:

- Construction and land development
- Cleaning
- Catering
- Clothing and promotional goods
- IT
- Temporary labour

Many of the above goods and services are purchased under the Southern Universities Procurement Consortium (SUPC) and The University Caterers Organisation (TUCO) framework



agreements, who fully support the MSA. The SUPC's statement and further information on how they ensure compliance with the MSA can be found via the following link:

[SUPC Modern Slavery and Human Trafficking Statement](#)

Our policies on slavery and human trafficking

The University's Procurement Procedure sets out its sustainability ambitions, further strengthens the commitment of the University to effectively manage modern slavery risks in our supply chains, and the pledge to act ethically and with integrity in all our business relationships. The University commits to implement and enforce effective systems and controls, including in relation to combatting modern slavery and human trafficking in our supply chains.

The University has a Public Interest Disclosure Policy in place that is intended to provide a process for and protection to University workers who wish to raise genuine concerns regarding, amongst other things, our business practices. This Policy makes express reference to modern slavery in a supply chain as an example of a potential concern staff might disclose under the Public Interest Disclosure Policy.

What we are doing now

The University continues to embed due diligence in supplier selection and seeks to improve best practice in respect of procurement processes and supply chain integrity by engagement with suppliers, purchasing consortia, internal departments and stakeholders, and student bodies.

Progress has been made in several key areas, that are laying further foundations for better managing modern slavery risks. This includes:

- A requirement for appropriate due diligence on new suppliers with whom we contract, which includes modern slavery checks. All MSA due diligence questions have been incorporated into our tendering documentation and the supplier questionnaire has been updated in 2024 to capture relevant details.
- Continuing to develop and maintain an up-to-date suite of University standard contract templates covering all key goods and services. These templates all include appropriate modern slavery terms and conditions. We will continue to work on updating all our JCT contracts for building works and shorter form minor works agreements, as construction represents a higher risk area.
- Working with our estates building professional services team, who manage most of our building related capital works, to ensure appropriate due diligence practices and accreditations are in place in the supply chains.
- Completion of a sourcing project for a preferred supplier list for temporary labour recruitment agencies, where appropriate due diligence is conducted on new suppliers and where all new contracts will include appropriate terms and conditions related to modern slavery to help ensure contract management practices are in place to help prevent modern slavery risks in recruitment.
- Working with our catering department and TUCO to proportionately manage risks related to our food and beverage suppliers, including SME's.



- Affiliate membership of [Electronics Watch](#) via full membership of the Southern Universities Purchasing Consortium.
- Ongoing contract and supplier relationship meetings with our largest IT hardware providers to gain assurance on how modern slavery is prevented and tracked in their supply chains.
- Rationalisation of the number of clothing and workwear suppliers and appoint fewer preferred suppliers, where robust due diligence is conducted around modern slavery risks.
- Completion of a tender exercise to select a provider of all 'Team Surrey' sports wear for the University with appropriate modern slavery considerations.
- Performing a review of staff and manager Modern Slavery training with the aim of making improvements to this offering, alongside associated deployment plan across the University.

A cross departmental Modern Slavery Working Group chaired by the Director of Procurement meets a minimum of twice a year to:

- Continue to monitor and identify potential risk areas in our supply chains and consider proportionate ways to mitigate the risk of slavery and human trafficking.
- Continue to develop or improve enablers such as policies, education and training, processes, and guidelines to strengthen how we manage modern slavery associated risks.
- Considering appropriate, effective, and proportionate ways of raising staff awareness.

The University also works with the Higher Education Procurement Association (HEPA) and institutions in our region, and we are a member of the HEPA Responsible Procurement Group whose scope includes MSA compliance.

This statement was approved by the Executive Board of the University of Surrey on 18 December 2024.



Signed:

Professor Max Lu

President and Vice Chancellor

8th January 2025

