

Modern slavery and human trafficking statement

Compliance with the Modern Slavery Act 2015
Review of 2022/2023

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 July 2023.

Organisational structure

Queen Mary University of London (Queen Mary) is one of the UK's leading universities with over 33,000 students representing more than 170 nationalities.

In the academic year 2022-2023, there were close to 6,000 members of staff and a consolidated turnover of £679.8m.

A member of the Russell Group, we work across the humanities and social sciences, medicine and dentistry, and science and engineering, with inspirational teaching directly informed by our research.

We have London based campuses at Mile End, Whitechapel, Charterhouse Square, West Smithfield and Lincoln's Inn Fields, with other locations across London. Internationally we have presence across the globe and significant operations across Paris, Malta, Singapore and in four locations in China, teaching over 5,000 students.

Queen Mary has a long, proud and distinctive history built on four historic institutions stretching back to 1785 and beyond. Our founding institutions are the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College. The vision of our founders, for each institution, was to provide 'hope and opportunity' for the less privileged population in East London and the suburbs of the City of London.

Our supply chain

Queen Mary's supply chains are managed via 4 main categories, which are:

Categories	Includes:
Estates & Facilities	Projects & maintenance
Professional Services & Facilities management	Human resources, finance, marketing, and facilities.
IT	Projects and service delivery
Scientific & Laboratory	Scientific and Laboratory equipment and consumables

Our policies 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.

Work undertaken.

We ensure that slavery and human trafficking are not taking place within Queen Mary or our supply chains as follows.

- All of Queen Mary's directly employed staff are on standardised terms and conditions, which include an explicit commitment to pay the London living wage as a minimum.
- All agencies who supply Queen Mary with staff are contractually bound to pay the London living wage and provide verification of the identity and right to work for their staff. All significant service/goods contracts are overseen by Queen Mary's Procurement Team and include a commitment to, and evidence of, compliance with the Modern Slavery Act within the tender and award process.
- Our due diligence processes and legal agreements for academic partnerships include a commitment to comply with the Modern Slavery Act. We have confirmed that our partners in China, including our Chinese subsidiary, are required to comply with Chinese law which prohibits human trafficking and forced labour.
- Queen Mary is committed to creating an environment for work and study where staff and students are treated with dignity and respect, and where bullying and harassment are not tolerated. Queen Mary has launched the Report & Support Platform which allow staff, students and visitors to report incidents related to bullying and harassment, hate incidents or gender-based violence. Support information about specialist external services is also available on the platform.
- Queen Mary has in place a whistleblowing policy which protects whistleblowers and provides a channel to report unethical conduct.
- The University has in place an EDI (Equality, Diversity and Inclusion) group that has strategic overview and responsibility for the implementation of the EDI strategies and ensuring that the University meets its legal requirements to comply with the Equality Act.
- Online training on EDI is available to all staff members at Queen Mary to ensure the principles are embedded.
- The University provides interactive e-learning with two online modules on Unconscious Bias and Tackling Barriers.
- All staff with CIPS (Chartered Institute of Procurement and Supply) membership within the Procurement team have completed the CIPS (Chartered Institute of Procurement and Supply) Ethical Procurement and Supply e-Learning.
- A web resource has been developed to provide guidance for staff on the implications of the Modern Slavery Act, their responsibilities in regard to it, and the routes to escalate concerns or issues they may have about a situation or supplier. Training has been promoted to all staff which includes:

Guide to Modern Slavery

Protecting Human Rights in the Supply chain

Introduction to HE procurement

Introduction to Sustainable Procurement

- Queen Mary, via the London Universities Purchasing Consortia is affiliated with Electronics Watch, which is an independent monitoring organisation that helps public sector buyers' work together to protect labour rights and improve working conditions for workers in their global electronics supply chains, more effectively and less expensively than any single public sector buyer could accomplish on its own.
- Queen Mary procurement team works collaboratively with the Sustainability team to monitor our on-going sustainable procurement performance.
- Queen Mary is committed to buying fair-trade certified products for food and drinks imported from poorer countries to ensure a fair deal for disadvantaged producers.
- Queen Mary has been a lead member of a national task force to design a standardised set of measures enabling Social Value to be measured in financial terms. This has been rolled out to HE sector across the UK. We have created governance groups to lead, govern and progress our People, Culture and Inclusion priorities. These include:
 - People, Culture, and Inclusion Steering Group
 - Gender Equality Action Group
 - Race Equality Action Group
 - Wellbeing and Mental Health Steering Group
 - Preventing and Addressing Harassment & Sexual Misconduct Working Group
- We have in place a new governance group to lead, govern and progress our People, Culture and inclusion priorities for Disability Inclusion.
- A major new report from London Economics shows Queen Mary University of London has a significant positive financial and social impact on the UK economy:

Key findings:

- Queen Mary made a total economic impact on the UK economy of £4.4 billion.
- Every £1 Queen Mary spent generated £7 in the wider economy. This ratio is higher than the Russell Group average of £5.5:1.
- Queen Mary supported a total of 13,865 full-time equivalent jobs across the UK economy, 7,930 of these in London.
- Of the £610 million operational expenditure, 67 per cent occurred in London, with the remaining 33 per cent spread across the rest of the UK.

The full report can be found at the below link:

<https://www.qmul.ac.uk/about/economic-impact/>

Actions taken to assist with tackling Modern Slavery through tenders

- Requirement included for suppliers to declare affiliations to professional bodies, which indicates the willingness of the supplier to adhere to the Modern Slavery Act.
- Declaration by suppliers to confirm compliance to the Act and requested to send a copy of the statement / policy.
- Statement included to inform suppliers that Queen Mary reserves the right to carry out site visits or interview workers, if there are concerns of non-compliance.

- Standard terms and conditions include Modern Slavery Clauses.
- Additional questions included in tender documents consist of Equality Act 2010, Quality Assurance, Business Continuity Plan, Sustainability, Health, and Safety.

Actions taken to assist with tackling Modern Slavery with existing contracts

- High impact suppliers sent questionnaires for completion to assist with the better understanding of the supply chain.
- Standard terms and conditions include Modern Slavery Clauses.
- The Procurement and Sustainability teams work together to assess and drive sustainability initiatives.

Our plan for the future

Queen Mary reaffirms its commitment to better understanding its supply chains and working towards greater transparency and responsibility towards people working in them.

Queen Mary is currently working towards achieving ISO14001 certification.

Actions are detailed below:

- Continue to review contracts to ensure modern slavery clauses are included and that relevant due diligence is in place to minimise the risk of modern slavery.
- Queen Mary will continue to encourage and support suppliers to ensure their supply chain has measures in place.
- Embed social value criteria into relevant tender evaluations.
- Continue to proactively work within our Higher Education Procurement networks and purchasing consortium to ensure that we share and learn from best practice.
- Explore and progress ways of working with local suppliers. This will include raising awareness of responsible procurement and sharing knowledge and best practices to support future tender submissions.
- Civic University: we have been actively involved and collaborating with local, sectoral and wider partners to deliver evidence-based good environmental outcomes, optimise resources as well as share good practices. We are also using the EAUC's sustainability leadership scorecard (SLS) to monitor our performance towards embedding the principles of the UN SDGs into all areas of our operations. During the year under review, we attained Gold SLS status for most areas, and we will continue to work towards maintaining this performance and improving in areas where we attained Silver.
- Further promote the web resource accessible by all staff on the implication of Modern Slavery

Statement of compliance

As a result of the work completed, we can confirm that to the best of our knowledge we are compliant with our responsibilities under the Act. We will continue to review our approach in relation to the Act and ensure that best practice is incorporated into our policies, procedures and contractual arrangements.



Professor Colin Bailey

President and Principal

Date: *1st Dec 2023*