

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

The enactment of The Modern Slavery Act into UK law during March 2015 was a pivotal milestone in fulfilling the aims and aspirations to combat Slavery and Human Trafficking here in the UK. The legislation provided authorities and other agencies the legal power and framework required to offer protection and criminal consequences for people seeking to exploit others. The Act and its enforcement are a key attribute for building the structure for social justice within our society. This Statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes De Montfort University's Slavery and Human Trafficking Statement for the financial year ending 31 July 2020.

This Statement details De Montfort University's response to the Modern Slavery Act 2015 and offers an outline of key areas where Slavery and Human Trafficking are deemed a higher risk area for potential prevalence within the University's supply chain.

Organisational Structure

De Montfort University is a Higher Education Corporation established in accordance with the Education Reform Act 1988. We are a provider of education and research services and comprise four academic faculties:

- Business and Law,
- Health and Life Sciences,
- Computing, Engineering and Media,
- Arts, Design and Humanities,

together with a number of professional services directorates.

We have a global annual turnover of £253.9 million¹.

The University also has a subsidiary company, De Montfort Expertise Limited, through which its commercial activities are provided. The T3500887 0 595.32 LA73a95.32 841.92 re Z 402.44 Tm0 G[We)-2(

Each of the category groups above have been considered and the following specific categories have been identified as having a higher potential susceptibility to Modern Slavery and Human Trafficking occurrence.

- Construction works sub-contractors and supply chains
- Estates; hard and soft facilities management services (such as maintenance, cleaning and security services)
- Food and catering
- Travel and accommodation (especially international)
- Office supplies/stationery
- ICT and Audio Visual (AV) equipment and products
- Laboratory and Personal Protective Equipment (PPE) supplies
- Clothing (sportswear and work wear)

The majority of the University's demand for office supplies and laboratory consumables is fulfilled by means of using national and regional agreements made available by the Higher Education Purchasing Consortia. A wide range of products is procured across all of these

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we

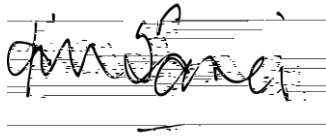
Actions taken during the reporting year

The University has this year established new procurement policies and procedures that enable staff to clearly understand their responsibilities, particularly with regards to modern slavery and human trafficking. This provides greater clarity on our approach with both current and new suppliers, embedding our approach to validating their suitability. A key factor in this has been the development of mandated checklists that prompt areas of required consideration including modern slavery and human trafficking to ensure staff actively look to mitigate risks and engage the central procurement team for additional support where necessary.

COVID-19 has this year greatly affected supply chains across the world, including that of the University. This year we have seen a growth in the need for key products (such as PPE and hand sanitiser) to enable the University to actively ensure that we minimise the health risk to both our staff and students. Alcohol-based sanitisers, distilled from sugarcane is an example of a product found to have involved child labour and modern slavery within its supply chains across Brazil, India, Mexico and Thailand. Given the need to expedite our sourcing approach in the face of the pandemic, the procurement team will be actively looking to challenge our key suppliers and their supply chains with the support of Higher Education and wider public sector purchasing consortia to understand any risk and ensure we are working with suppliers with robust sourcing platforms.

The effect of COVID-19 has also raised further concerns around the textiles industry, including within the city of Leicester. There have been examples of local factories putting staff health at risk due to high infection rates of COVID-19 within their workforce and forcing staff to attend work even when

As approved by the Board of Governors on Date: 16 December 2020

A handwritten signature in black ink, appearing to read 'Ian Squires', is written over a set of five horizontal lines. The signature is fluid and cursive.

Signed by

Ian Squires, Chair of the Board of Governors