



## **University Of Plymouth (and subsidiary companies) Modern Slavery and Human Trafficking Annual Statement 2023**

**This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> July 2023.**

### **INTRODUCTION**

Modern slavery takes many forms including slavery, servitude, forced and compulsory labour, child exploitation 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.

This is now our sixth successive annual statement and the University of Plymouth remains committed to continually improving our practices to combat slavery and human trafficking, protecting and respecting human rights.

### **OUR STRUCTURE**

The University of Plymouth is renowned for high quality, internationally leading education, outlook, we are an inclusive and inspiring university community.

The [University Structure](#) includes six subsidiary companies. The Group is made up of; Peninsula Dental Social Enterprise CIC (PDSE), PDSE Limited (PDSEL), PMS (Facilities) Plymouth Limited, (PMSF), University Commercial Services Plymouth Limited (UCSP), University of Plymouth Enterprise Limited (UPEL) and University of Plymouth Services Limited (UPSL)

### **OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING**

In pursuit of [Our Mission](#) the University procures a truly diverse range of goods, services and works.

We recognise that it is possible for instances of modern slavery to occur in any supply chain, therefore we are committed to acting ethically and with integrity and will not tolerate modern slavery or human trafficking in our supply chains.

- [Tendering Policy Responsible Procurement Statement](#)

The tendering undertaken by the University uses our [terms and conditions](#) and the supplier onboarding processes, both of which support our anti-slavery and anti-human trafficking values, to ensure the potential for Modern Slavery and Human Trafficking are duly considered at the early stages of the contracting cycle.

## **TRAINING**

We promote resources and increase awareness to our staff through our internal Procurement SharePoint pages. This includes access to e-learning modules on the following topics;

Guide to Modern Slavery  
Protecting Human Rights in the Supply Chain

We also promote externally available resources to staff such as the [UK Modern Slavery & Exploitation Helpline \(Unseen\)](#)

## **OUR SUPPLY CHAINS**

The University of Plymouth's supply chains are truly diverse, with over 2,000 suppliers (domestic and international) supporting our delivery of high-quality teaching and research.

All suppliers are assigned a commodity code helping to identify those who trade in commodities where potential for Modern Slavery and Human Trafficking is considered a higher risk. This insight is used to inform our sourcing activity.

The high risk commodities areas have been identified as;

- Audio-Visual, IT & Multimedia Supplies;
- Catering Supplies & Services;
- Furniture, Furnishings & textiles;
- Janitorial & Domestic Supplies & Services;
- Professional & Bought-in Services including consultancy;
- Travel & Transport (incl. Vehicle hire & Subsistence);
- Estates & Buildings;

## **WHAT WE HAVE DONE IN 2022/23**

In October 2022 we raised awareness of Anti-Slavery Week, culminating with Anti-Slavery day on the 18<sup>th</sup> October. Internal communications to staff were used to increase awareness and visibility along with a dedicated SharePoint site that was published with a thought-provoking quiz.

In order to make clear our commitment to responsible sourcing the Procurement team renewed the CIPS Corporate Ethics Mark, honing their skills and knowledge of ethical procurement and sustainable supply chains.



Continuing the journey of increasing internal awareness of modern slavery risks by supporting and promoting Anti Slavery Week. Activity will include sharing with staff statistics on the scale of the issue and running internal communication campaigns up