

Cardiff University Modern slavery and Human Trafficking statement

A Review of 2017

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. In order to achieve this we are committed to understanding modern slavery risks and ensuring that there is no modern slavery in our own business and supply chains.

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 31/07/2017.

ORGANISATIONAL STRUCTURE

We are an ambitious and innovative university with a bold and strategic vision located in a beautiful and thriving capital city. Our world-leading research was ranked 5th amongst UK universities in the 2014 Research Excellence Framework for quality and 2nd for impact. We provide an educationally outstanding experience for our students.

Driven by creativity and curiosity, we strive to fulfil our social, cultural and economic obligations to Cardiff, Wales, and the world. We have an annual turnover of £505M.

OUR SUPPLY CHAINS

The University meet its needs for goods, services and works in a way that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment.

The University's supply chains mainly fall under five 'super-categories', which are:

- Laboratory Consumables and Equipment
- Library Resources
- Professional Services
- ICT Equipment and Services
- Estates Goods, Services and Works

The principal categories which carry material risks are office supplies, laboratory consumables, ICT equipment and some estates services, such as cleaning and security services.

Cardiff University is a member of the Higher Education Purchasing Consortium Wales (HEPCW).

HEPCW works effectively alongside its counterpart UK Universities Purchasing Consortia and national groups, with which it enjoys progressive and successful relationships.

Many of our suppliers in these higher-risk categories have committed to the Base Code of the Ethical Trading Initiative (ETI) and the UK Universities Purchasing Consortia are working to persuade the remaining suppliers in these categories to join them. The ETI Base Code is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice requiring that:

1. Employment is freely chosen;
2. Freedom of association and the right to collective bargaining are respected;
3. Working conditions are safe and hygienic;
4. Child labour shall not be used;
5. Living wages are paid;
6. Working hours are not excessive;
7. No discrimination is practised;
8. Regular employment is provided; and
9. No harsh or inhumane treatment is allowed.

DUE DILIGENCE PROCESSES AND THEIR EFFECTIVENESS

In our first statement, we identified the main categories of goods and services that present higher risk of human rights abuses. During 2017, we have advanced our knowledge and understanding of these risks and we are now progressively implementing strategies to address them.

During 2018, our aim is to put systems in place to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

TRAINING

To further develop our understanding of the risks of modern slavery and human trafficking in our supply chains in 2017 senior Procurement Services staff successfully completed the Chartered Institute of Purchasing and Supply (CIPS) 'Ethical Procurement and Supply' on-line training.

During 2018, we intend to develop Modern Slavery awareness training for staff in high-risk spend categories.

CODE OF PRACTICE ON ETHICAL EMPLOYMENT IN SUPPLY CHAINS

In 2017, the Welsh Government launched the Code of Practice on Ethical Employment in Supply Chains to ensure all public sector organisations are taking action to eradicate unlawful and unethical employment practices and to ensure all workers at every stage of the supply chain are treated fairly.

The University has signed-up to this Code of Practice, agreeing to comply with 12 commitments designed to eliminate modern slavery and support ethical employment practices.

An Action Plan is currently being developed to address the 12 commitments contained in the Code of Practice.

OUR GOALS FOR 2018

During 2018, we will:

- Ensure effective due diligence processes and risk assessments are fully embedded into our procurement processes;
- Develop an Action Plan to address the 12 commitments contained in the Code of Practice on Ethical Employment in Supply Chains;
- Develop and roll out Modern Slavery awareness training for staff in high-risk spend categories
- Work collaboratively to improve better understand our supply chains and work towards greater transparency and responsibility towards people working in them.

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