

This statement constitutes the University of Lincoln's anti-slavery and human trafficking statement for the financial year ending 31<sup>st</sup> July 2023. The University is legally required to publish an annual statement by section 54 of the Modern Slavery Act 2015 (the "Act").

Modern slavery is an overarching term to describe all forms of contemporary slavery including human trafficking, slavery, servitude, forced, bonded and child labour. This statement sets out the steps the University has taken, and will take in the coming year, to tackle this issue. It covers both our own workforce and how we will address the prevention of modern slavery in our supply chains.

We have robust recruitment procedures in place to ensure that there is no possibility of slavery in our institution's workforce and we are committed to using our procurement activities to address the issue of modern slavery in our supply chains.

The University of Lincoln is a Higher Education Corporation and, as an exempt charity, operates on a 'not for profit' basis. Our primary activities are the provision of inspirational teaching, undertaking world-leading research and developing links with industry. The University is organised into two academic .1 (c)-14a,0ty is also has a subsidiary company (UOL Services L proportion of its non-academic and support staff are employed.

We employ a workforce of circa 2,200 staff (full and part-time) and we have a thorough employment related policies and procedures that prevent any possibility of modern slavery occurring within our workforce. Our People, Performance and Culture (PPC) department recruiting managers are trained and follow a recruitment policy and processes that are regularly reviewed for compliance with legislation.

Interviews take place face to face or online using Microsoft Teams (where candidates are visible to the panel through a video feed). This gives confidence that candidates accept employment of their own free will. Right to work information (which involves checking that individuals can legally work in the UK) is then reviewed at offer stage by our PPC department.

These actions combined with the University's commitment to pay the Living Wage mean we can confidently state there is no modern slavery in our directly employed workforce.

We have great diversity in the types of purchases we make through our supply chain. ICT and Estates departments are responsible for many of our high value contracts with suppliers. The expenditure on ICT includes software solutions, hardware, connectivity and other technical services. Estates have requirements including construction work, facilities management, building maintenance and energy. Our other major expenditure areas include laboratory equipment and consumables, library services, catering supplies and provided professional services, marketing and travel.

The suppliers who we directly purchase from are known as our 1<sup>st</sup> tier suppliers. These 1<sup>st</sup> tier suppliers, in turn, trade with their own supply chains (at the 2<sup>nd</sup> tier, 3<sup>rd</sup> tier and so on) to provide the goods, services and works that the University requires. Our 1<sup>st</sup> tier suppliers range from locally based micro businesses through to large global companies. It is not practical to formally map our supply chains due to their range, variety and complexity.

In some cases, the supply chain will be short and clearly visible to us. For example, when we require external professional service providers (such as audit/legal/other consultancy services etc.), typically we can see who is actually doing the work and it is evident that there is no risk of slavery within the direct provision of the service.

By contrast, other expenditure (e.g. construction works, ICT hardware, laboratory equipment, catering supplies etc.) involves complex extended supply chains going down many tiers which are not visible or transparent to us. These supply chains can span multiple countries with multiple tiers from raw material production through to finished products. They are also fluid with regular change occurring as companies move their own supply sources

A number of actions have been undertaken by the University in the last financial year (2022/23) in regard to anti-slavery, these are as follows:

Analysis of £50k+ supply base

We have conducted an analysis of our more significant

### Engaging with Electronics Watch

Electronics Watch are a not-for-profit organisation who use local partners to coordinate independent monitoring and remediation to protect the rights of overseas workers in ICT equipment supply chains. The University has become an affiliate member of Electronics Watch and we will engage with them to further enhance our understanding of our supply chain risk for ICT devices and hardware.

By disclosing our commonly purchased ICT equipment to Electronics Watch they can correlate this information with any existing slavery risk records they have from previous monitoring visits and supply chain data. We have already identified, from dialogue with Electronics Watch, that some of the major global ICT hardware manufacturers used by the University are reluctant to engage constructively on slavery risks (being unwilling to disclose information on their factories to enable independent monitoring).

### Audio visual equipment contract

The University will be re-tendering its long term contract for audio visual (AV) equipment requirements. This contract involves the purchase of large amounts of hardware as part of updating and refreshing our AV capabilities. The technology required for this contract involves a complex supply chain of manufactured components and there is a significant risk of slavery being present somewhere in the supply chain.

As part of the tender procedure for this contract, we will include appropriate questions for tenderers to explain how they go about addressing this issue and how they would plan to work