

Modern Slavery and Human Trafficking Annual Statement 2025

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MODERN SLAVERY AND HUMAN TRAFFICKING ANNUAL STATEMENT

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st July 2025. This is our tenth statement under the Act and provides an overview of our continuing progress in this area.

About the University

UWE Bristol and its subsidiary companies provide a wide range of education, research and training related activities. We are based in Bristol but are a global institution. We have approximately 40,000 students registered on courses in the UK and at partner organisations across the world. We employ over 4,000 people and have a turnover in excess of £400m and in 2024/25 we engaged with over 5,200 suppliers.

We also play a leading role in shaping local decisions, improving lives across our communities and boosting the economy and cultural vibrancy of the city-region. More information about UWE Bristol is available here: www.uwe.ac.uk.

Our commitment

UWE Bristol has adopted a zero-tolerance approach to modern slavery and human trafficking and we are committed to ensuring our policies and procedures combat the risks of this occurring throughout our activities and in our supply chain. In doing so we have used the British Standard for organizational responses to modern slavery to inform review of our practices and further developments.

We continue to take both an informed and risk-based approach to better understand our diverse and complex supply chains and to prioritise and target our actions.

Our policies and procedures

Overall responsibility for modern slavery rests with the Board of Governors. Day-to-day responsibility for implementing and monitoring the University's approach has been delegated to the Chief of Staff and Clerk to the Board of Governors and the Chief Financial Officer.

Our policies and procedures ensure that the University is fulfilling its commitment to a zero-tolerance approach and that our activities are conducted ethically and with integrity. These include, but are not limited to:

- Human resources, recruitment and employment policies and procedures, which comply with UK law and are designed to ensure that all prospective employees are legally entitled to work in the UK, and to safeguard employees from any abuse or coercion once in our employment.
- Responsible Procurement Policy, setting out our commitments and expectations.
- Ethical Banking & Investment Policy, to ensure that investments made by the University are socially responsible and sustainable.
- Safeguarding Policy and Procedure, to protect children and vulnerable adults from abuse and neglect.
- Health and Safety Policy and management system, to provide an inherently safe and healthy working and learning environment that engages the entire university community.

- Whistleblowing and Public Disclosure Policy and Procedure, to allow staff, students and all members of the University to raise, at a high level, concerns or information which they believe in good faith provides evidence of malpractice or impropriety.
- Corporate ethics policy, including our anti modern slavery and human trafficking commitments.
- Social Value Policy, including reference to the requirements for modern slavery compliance.

The University also has a Modern Slavery and Human Trafficking Policy in place to support our annual statements and to ensure clarity on the University's expectations, where responsibilities sit and where any concerns should be raised. The policy was reviewed through the University's Sustainability Executive Committee, ensuring student engagement.

The University has held Fairtrade status since 2006, with reaccreditation achieved in July 2022, and has shared good practice and gained external recognition for its work on Fairtrade.

The University has applied the Living Wage Foundation's UK Real Living Wage since 2015 and is a Living Wage Employer through the Foundation's accreditation, awarding the University the mark of a responsible employer.

We are committed to transparency in what we do and expect the same from our contractors, suppliers and other business partners and their supply chains. With this in mind, we are part of TISC Report (<http://tiscreport.org>) the world's largest open data repository of Modern Slavery and Human Trafficking Statements and our Modern Slavery and Human Trafficking Statement is included on the UK Government's Modern Slavery Statement Registry.

Understanding and engaging with our supply chains

We work with a wide range of different suppliers and partners and purchase works, goods and services from more than 5,200 suppliers listed on our Finance system. Some of our suppliers subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially higher risk than others, for example: maintenance, repairs and construction companies. All our suppliers are commodity coded, enabling us to identify those who are most high risk.

Our supply chains include:

- Estates goods and services (including cleaning and security).
- Professional Services.
- Science, technical, engineering and medical goods and services.
- IT equipment and services (for which Government Procurement Frameworks are used when choosing and appointing suppliers).
- Library.
- Recruitment and delivery partners.

Notably, the University is aware that construction projects introduce risk in the supply chain, therefore modern slavery is referenced as part of the University's Responsible Procurement Policy. The University also continues to progress transformation across its ways of working, with potential adjustments to business models, as well development of a renewed Estates Strategy, creating the possibility of increased risk.

The University's requirements and expectations with respect to human rights, employee health and safety and environmental performance are regularly communicated to our suppliers and are referenced in tender documentation and contracts.

Our Supplier Code of Conduct has been reviewed and updated and sets out UWE Bristol's expectations, including that '*Suppliers must take reasonable and proportionate steps to ensure that their suppliers and sub-contractors are not engaged in slavery, servitude, forced and compulsory labour or human trafficking. Suppliers must be prepared to provide to us the names and geographical locations of their own suppliers, to the extent that these are the source of products supplied to us.*'

Our expectations are also included in the University's Terms and Conditions of Purchase, and where appropriate progressed at scheduled contract review meetings as part of Equality, Diversity and Inclusion.

Both are published on the University's website, providing information for suppliers:

<https://www.uwe.ac.uk/about/services/finance-services/supplier-documents>

Tenderers responding to a UK Procurement Regulations tender are also asked to comply with the International Labour Organisation (ILO), which is an internationally recognised code of labour practice.

The University was an early adopter of the MSA toolkit and its top suppliers are listed in UWE Bristol's Annual Procurement Report which is considered by the Board of Governors Audit, Risk and Assurance Committee. We will also continue to promote Unseen, a Bristol based modern slavery & exploitation helpline [About Modern Slavery - Unseen \(unseenuk.org\)](https://www.unseenuk.org), internally and to our supply chain.

Anti-Modern Slavery and Human Trafficking commitments are also included in the employment contracts of the international agents who recruit students to UWE Bristol, and in 2023/24 the University signed up to the UUKI Agent's Quality Framework, which is expected to become a mandatory visa requirement. Due diligence throughout the academic partnership lifecycle has been reviewed in 2024/25, with actions identified to further strengthen the approach in 2025/26. The University is managing the increasing risk generated through the expansion in international partnerships, through its relationships with partners, frequent visits and direct engagements with students, and UWE Project Support staff.

There is an escalation process in place to enable integration of the University's modern slavery and human trafficking risks with the University's overall risk management framework.

The University is also working to ensure matters of Modern Slavery and Human Trafficking are appropriately captured in measures to tackle harassment and sexual misconduct.

UWE Bristol also continues to push this important agenda more widely, contributing to research and public policy.

Promoting awareness and training

Raising staff awareness of the risk of modern slavery and human trafficking remains a priority in 2025/26. Communication of this Statement, the University's Modern Slavery and Human Trafficking Policy, available training and the work of Unseen in supporting survivors of trafficking and modern slavery, will be shared with all staff annually in the autumn, to coincide with Anti-Slavery Week.

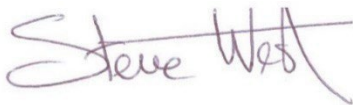
The University Ethics and Integrity Committee and University Sustainability Executive Committee will continue to be utilised to further promote this ethical value-base. Review of the Statement through the University Sustainability Executive Committee ensures student engagement.

Communications to academic staff regarding the recording of attendance will also include reference to the importance of doing so for the reasons of preventing modern slavery and human trafficking.

Online training is available to all staff and signposted through the University's safeguarding training. The training module is also accessible to senior staff in the University's overseas offices and is part of the mandatory learning plan for the University's Board of Governors.

The University is progressing a KPI of a 100% completion rate for staff with purchasing authority to undertake the training. Performance in 2024/25 was 45%.

Statement approved by the Board of Governors on 23 September 2025.

A handwritten signature in purple ink that reads "Steve West". The signature is written in a cursive style with a horizontal line through the middle of the name.

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Professor Sir Steven West

Vice-Chancellor, President and Chief Executive Officer
23 September 2025