At City, University of London we are committed to protecting and respecting human rights and have zero tolerance approach to slavery and human trafficking in all its forms. This statement is made pursuant to the requirements of Part 6 of the Modern Slavery Act 2015 and sets out the steps the university has taken and will continue to take in relation to slavery and human trafficking.

This statement sets out the steps taken in the financial year 2016/17 to try and prevent forced labour and slavery in our supply chain, our own operations and through involvement with our business partners. In line with guidance we aim to make progress over a period of time across a broader range of potential exposures, while in this year’s reporting set out the steps which have been our first priority under this new legislation.

Introduction to City
City, University of London, established in 1894, received its Royal Charter in 1966 and became a member of the University of London in September 2016. Over the last 123 years, City has become a leading education, research and enterprise institution with an annual income in excess of £225 million, working with over 22,000 students a year, and employs over 3,000 staff.

City’s Vision 2026
A leading global university committed to academic excellence, focused on business and the professions and located in the heart of London.

City’s Purpose
- Transform the lives of our students
- Create new knowledge
- Support business and the professions
- Contribute to the global good of society

City’s Values
- Ambitious: a place where people seek new challenges and ‘go the extra mile’ to achieve the strategic priorities set out in our Vision & Strategy 2026 through implementation of their School or Professional Service Strategic Plan
- Collaborative: a place where successes are shared and problems solved by working together in partnership for the common good
- A Community: a place where people have pride in their institution, are respectful, know and look out for each other
- Diverse & Inclusive: a place where diversity is a strength and inclusiveness is promoted proactively, with an initial focus on gender equality as City’s most pressing challenge
- Organisationally self-confident: a place that knows its strengths and is open about and strives to address its weaknesses.
City’s Strategic Priorities

- Maintain quality trajectory (‘better’): Build on the quality focus of the Strategic Plan 2012 to 2016 and maintain City's upwards trajectory in research intensity, research quality, education quality and student experience.

- Achieve growth (‘bigger’): in a way which maintains quality. Growth is important to achieve the critical mass necessary for both research excellence and educational experience and effectiveness. Critical mass can result in improved quality without significant increases in costs.

- Leverage partnership: within City, within London (including through the University of London) and internationally with the aim of making us far more connected.

Our Commitment

We recognise that modern slavery is a significant global rights issue and includes human trafficking, forced and bonded labour, child labour, domestic servitude, and sex trafficking. We are committed to protecting and respecting human rights and have zero tolerance approach to slavery and human trafficking in all its forms. We will act ethically and with integrity in all our relationships, and use all reasonable endeavours to take action directly and to influence others to ensure slavery and human trafficking is not taking place, wherever we can do so.

Our Human Resources policies set out our commitment to workplace rights at City, our Equality & Diversity policy promotes an enabling and inclusive environment in which all members of the City community are treated with dignity and respect.

We have well established procurement regulations which sets out our principles and practices for staff in acquiring goods, services and works, and outlines the steps we take to ensure the adoption of an ethical procurement approach with our supply chain and partners.

The Statement (on the steps in place and those that will continue to be enhanced)

Preventing modern slavery on our premises – we are vigorous in checking that our staff have the right to work in the UK, and where agency workers are used, City engage with agencies that have been through a procurement process prior to appointment to the supplier list to ensure adherence to the Act. The Finance and Purchasing training for new staff raises awareness for staff on the Act, City will continue to raise awareness among staff and students through a wide range of events, and where required with training.

Ethics Code – City operates within a published ethics code that applies to all students, staff, independent members of Council and its Committees and all external parties acting on behalf of City. All parties have an individual responsibility (and in the case of external parties often a corporate responsibility) to uphold the principles, which have been approved by the Council and Senate. City will continue, to promote ethical behaviour and conduct by continuing to raise awareness with all stakeholders.

Ethics in Research – In addition to the scientific rigour of a project and the conduct of the researchers, an important aspect of research integrity concerns the ethical issues, in particular safeguarding any participants. Traditionally research ethics was a major concern in projects pertaining to biomedical research, but it is now considered in all disciplines involving human participants, as well as in relation to collection of personal data. It is recognised that there are differences between disciplines, but all research should be guided by the principle that human participants should be protected from harm. City's Research Ethics Committees are concerned with all aspects of the ethics of research investigations involving human participants and animal subjects carried out in the institution or under the auspices of the institution, by its Schools, staff or students. The Research Ethics Committees provide assistance to academic staff and associated general staff and students through the provision
of compliance and policy advice and approval of research protocols containing ethical implications.

**Donations** – All proposed donations to City, of £10,000 and above are subject to a due diligence, with the detailed risk assessment approved at different value thresholds. The President’s approval is required for values between £250,001 and £1,000,000 and Council approval where the value exceeds £1,000,000. City will continue to risk assess all donations within the thresholds, maintaining the rigour required.

**Potential risk areas in our supply chain** – we identified high risk areas, for which the supplier’s Modern Slavery statement is reviewed and all new suppliers make a declaration of their awareness and adherence to the Modern Slavery Act. City will continue to get a better understanding of the supply chain, and will monitor those supply chains that have been identified as a potential risk and take appropriate action where necessary. Compliance to the Act is incorporated into the pre-qualification criteria for all tendered activity as well as full acceptance of City’s terms and conditions. City will continue to risk assess the supplier base, to target the awareness and adherence of the Act.

**Use of Purchasing Consortiums** – City works with a number of purchasing consortiums, such as the Southern Universities (SUPC) and London Universities Purchasing Consortiums (LUPC), all the consortiums used ensure the core principles of the Act are embedded within all supply chain activity.

**Contractual terms and conditions** - The core principles of the Act, are underpinned by City’s terms and conditions and in all contractual terms adopted. The standard terms and conditions are applied to all companies, and where ever possible City ensures that our terms and conditions are used, but in instances where a supplier’s terms are used or a specific contract is required, the university will conduct a full review to ensure that these principles are adhered to in full.

**Sustainability** - City remains committed to embedding sustainability across all of its activities, has an established Sustainable strategy and policy, with a supporting Fairtrade policy to embed core principles of fair trade wherever possible within City’s supply chain. City will continue to further promote Fairtrade principles wherever feasible in the acquisition and use of resources.

**Whistleblowing** – City has a Whistle blowing policy and procedure regarding concerns about corruption, fraud or other malpractices within the university. City will continue to raise awareness of the whistle blowing policy and procedure among all stakeholders.

If on City campuses, any alleged violation of the Act, in line with City’s policies and procedures, will be investigated and appropriate disciplinary action taken against any member of staff or student. If the violation is within our supply chain, City reserves the right to terminate the contract. In most cases City seeks to engage, improve, highlight and recognise our responsibility to support the identification, mitigation and eradication of modern slavery in our supply chain or with partners.

This statement has been reviewed by the Council of the university, and will continue to be reviewed annually. Any specific queries on the statement should be directed to the procurement team on procurement@city.ac.uk.