University of East London

Pioneering Futures since 1898

Modern Slavery Policy

1. Introduction

1.1. This Modern Slavery Policy outlines the commitment of University of East London to prevent and combat modern slavery, human trafficking, forced labour, and related practices within our institution and its supply chains. We recognize our responsibility to uphold the highest ethical standards and to contribute to the eradication of these heinous crimes in all their forms.

2. Policy Statement

2.1. University of East London is dedicated to ensuring that our operations, activities, and supply chains are free from modern slavery and human trafficking. We condemn these practices and are committed to taking appropriate measures to prevent and eliminate them. We aim to create an environment where all individuals are treated with respect, dignity, and fairness, and where their rights are upheld.

3. Scope

3.1. The Policy applies to all individuals acting on behalf of the University. It will therefore apply to all staff of the University and all those third parties acting on its behalf, including (but not exclusively) agents, consultants, contractors, suppliers, subsidiaries and joint venture partners, wherever they may be located.

3.2. The Policy will also apply to students when they are acting on behalf of the University, either in a paid or voluntary role.

4. Responsibilities

- **Wellbeing, Inclusion and Assurance Committee:** Is responsible for monitoring the delivery of the Modern Slavery Action Plan and recommending for approval the Modern Slavery Statement and Policy to the University Executive Board and Audit and Risk Committee. The Committee also oversees the work on delivering the action plan undertaken by representatives from our legal, governance, procurement and People & Culture teams.

- **Leadership Commitment:** The university's leadership, including the Board of Governors and senior management, is responsible for setting the tone and expectations for preventing modern slavery and human trafficking. They will provide the necessary resources and support to ensure the effective implementation of this policy.

- **Employee and Student Engagement:** All employees and students are responsible for familiarizing themselves with this policy, understanding the importance of combating modern slavery, and reporting any concerns they may have.

- **Supply Chain Partners:** Suppliers, contractors, and business partners are expected to adhere to our Supplier Code of Conduct, which explicitly prohibits modern slavery and related practices. They are required to conduct their operations in a manner consistent with our ethical standards.
- **The Head of Procurement** has day-to-day responsibility for implementing this policy in respect of the University's supply chains, monitoring its use and effectiveness, dealing with any queries about it, and reviewing internal control systems and procedures to ensure they are effective. The Head of Procurement is also responsible for communicating the requirements of the Modern Slavery Act 2015 to the University community and to suppliers and the provision of relevant training programmes where appropriate.
- **The Director of People and Culture** has responsibility for ensuring the University's employment policies are compliant with the Modern Slavery Act 2015.

5. Controls

- **Supplier Code of Conduct:** We maintain a Supplier Code of Conduct that clearly outlines our expectations regarding modern slavery and human trafficking. All suppliers and business partners must comply with these standards.
- **Due Diligence:** We conduct due diligence on our suppliers and business partners to assess their practices and identify any potential risks of modern slavery or human trafficking.
- **Employee Training:** We provide regular training to employees and students to raise awareness about the signs of modern slavery and human trafficking, and to equip them with the knowledge to report any concerns.

6. Reporting Mechanisms

6.1. Any individual associated with University of East London who suspects or becomes aware of modern slavery, human trafficking, or related practices is encouraged to report their concerns through our confidential reporting channels. Reports will be treated with the utmost seriousness and will be thoroughly investigated.

6.2. Any allegations of misconduct under this Policy will be taken seriously. Should any member of the University be found to have acted in contravention of this Policy or the related UK legislation, action will be taken under the University's Disciplinary Procedures. Breaches or attempted breaches of the policy may be considered an act of gross misconduct and, where it is considered that a criminal offence has occurred, the police may be informed.

7. Continuous Improvement

7.1. We are committed to continuously improving our efforts to combat modern slavery and human trafficking. We will review and update this policy periodically to ensure its effectiveness and relevance.

8. Review and Approval

8.1. The University is committed to reviewing on an ongoing basis the effectiveness of its policies and procedures in relation to the prevention of Modern Slavery. The application of the Policy will therefore be subject to the University's risk management and audit processes.

8.2. This Modern Slavery Policy has been approved by the University of East London Audit and Risk Committee and is effective from 20 October 2026.