



# Modern Slavery and Human Trafficking Statement Financial Year ending 31 December 2024

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## Introduction

In accordance with Section 54 of the Modern Slavery Act 2015, the University is required to prepare a modern slavery and human trafficking statement for each financial year, setting out what steps it has taken to ensure that modern slavery is not taking place in its business or supply chains.

## Organisation - Legal status and activities

The University was established in 1976 and was incorporated by Royal Charter (RC000730) as the University of Buckingham on February 11, 1983. The University is not-for profit and is a registered charity (no. 1141691). It is a Recognised Body under Statutory Instrument No.2992 (The Education (Recognised Bodies) (England)) Order 2013 and is authorised by its Royal Charter to award taught and research degrees in perpetuity.

## Policy

The University has implemented a Modern Slavery and Human Trafficking Policy reflecting its commitment to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains and that any acquisition of goods, services or works are without bringing about harm to others. The policy outlines how the University's procurement and HR practices, ensure compliance with its policy commitment.

## Our Supply Chains

### Employment of Staff

The University mitigates the risk of modern slavery occurring in its workforce by safeguarding directly employed staff by following a vigorous Human Resources recruitment policies and processes.

Temporary staff are recruited through verified sources that have provided the University with assurance, via the procurement process undertaken, that they comply with the requirements of legislation concerning the rights and welfare of their candidates and employees.

### Procurement

The University's Finance team, is responsible for managing the supply chain.

The University has identified key areas which may pose a risk of slavery and human trafficking. These include; office supplies, laboratory consumables, IT, some estate services such as cleaning, catering and security, and some professional services such as uniforms, personalised clothing and promotional items.

Supplier adherence steps have been taken to assess and manage these risks as the University of Buckingham has zero tolerance to slavery and human trafficking.



Any current or potential supplier who does not adhere to our values or is found to not be compliant will be suspended or removed from the approved supplier list, and will not be considered for future supply unless they can fully demonstrate full adherence with the requirements of the Modern Slavery Act and the University's own policies and procedures.

### **Activity in the year ending 31 December 2024**

Throughout 2024 the University continued to embed controls and activities outlined in its policy, notably through the enforcement of supplier due diligence and approval procedures.

The University did not receive any reports of instances of modern slavery or human trafficking in the financial year ending 31 December 2024.

The University will continue to raise awareness of modern slavery and human trafficking and of the need for proper due diligence and risk assessment processes to be applied by staff and suppliers, in accordance with its policy.

### **Training**

To ensure a high level of understanding, regarding the risks of modern slavery and human trafficking, the University will provide relevant training for relevant staff.

The University will work with sector colleagues to share best practice and keep up to date on identifying and assessing risks within our supply chain.

### **Further Action and Key goals for 2025**

We reaffirm our commitment to improving understanding of our supply chains and to continue to develop processes and ways of working to identify categories where the risk of modern slavery or human trafficking may exist.

The University will ensure that senior managers responsible for higher risk spend categories and contracts receive Modern Slavery awareness training.

Our procurement team will continue to attend relevant events and use available learning material produced especially for public procurement practitioners, to ensure that they are aware of emerging issues and can check that appropriate action is taken.

This annual statement was approved by the Council, 3 December 2024.