

Liverpool John Moores University Modern Slavery & Human Trafficking Statement 2020/21

Introduction

This statement has been published in accordance with section 54(1) of the Modern Slavery Act 2015. It sets out the steps taken by Liverpool John Moores University during the financial year ending 31 July 2021 to prevent Modern Slavery and Human Trafficking in its business and supply chains.

Liverpool John Moores University published its first Modern Slavery transparency statement in January 2017. Since then, we have taken positive steps towards increasing our understanding of the risks we face. We know that slavery, servitude, forced labour and human trafficking is a global issue, existing in every region in the world and in every type of economy.

As a University with a global approach and footprint, we are committed to improving our practices to play our part in eradicating slavery and human trafficking and significantly minimising the risk of slavery and human trafficking taking place in our supply chains or in any parts of our business.

Our Organisation, Structure and Supply Chain

Liverpool John Moores University is a UK Higher Education Institution, a modern civic university, integral to the life of the City of Liverpool, yet with a global approach and footprint forging international partnerships to facilitate world-leading research and collaboration in order to tackle some of the huge global issues facing the modern world.

With roots dating back to 1823, we are one of the largest Universities in the UK with 27,300 students in Liverpool plus a further 7,500 students enrolled on accredited university courses overseas. We are one of the largest employers in the Liverpool City Region employing c 2,400 staff.

As at 31st July 2021, the University had seven subsidiary companies, all based in the UK:

- JMU Services Limited
- JMU Learning Resource Centre Development Limited
- JMU Property Development Company Limited
- JMU Building Services & Maintenance Limited
- LJM Recruitment Agency Limited
- The Liverpool Business School Limited

The University has a 50% interest in the company Sensor City Liverpool Limited, which is treated as a joint venture, a 25% interest in Sciointec Developments Limited, which is treated as an associate, and which owns 100% of Liverpool Science Park Limited.

More information about us and our activities is available here:

We are structured around five academic faculties. A Professional Services structure provides necessary administrative support.

In respect of Modern Slavery we have two main risk areas;

- People: our large population of staff and students. We accord the welfare of staff, students and visitors the highest priority.
- Supply chains: we have a large and complex supply chain to support our institution and this has been identified as the key area of risk in respect of Modern Slavery for the University. Regardless of what we buy we are committed to acquiring it in a responsible manner.

Our Policies and Processes relating to Slavery and Human Trafficking

Our approach around the issue of modern slavery is consistent with our civic origins and our values. Our internal policies and processes support this.

- We have had an Anti-Slavery and Human Trafficking Policy in place since 2017: [Modern Slavery Act Transparency Statement | Liverpool John Moores University \(ljmu.ac.uk\)](http://liverpooljohnmoores.ac.uk)
- We have an Ethics Policy Framework, designed to organise the University's ethics related policies into categories and groups to assist staff in giving due consideration to ethical issues arising from the University's activities. This is an overarching framework providing guidance to support the University's vision, mission and values. and the Ethical Investment Policy, Procurement Strategy, and Financial Due Diligence Process are all set within that Framework.
- We have a Safeguarding Policy which is intended to support the safeguarding of any child, young person or vulnerable person who is part of, or comes into contact with, the University community.
- We operate a Whistleblowing Policy for our employees, students and others working in our supply chains, to encourage the reporting of any wrongdoing, which extends to human rights violations like Modern Slavery. All reports are fully investigated and appropriate remedial actions taken where required.

Due Diligence, Risk Assessment and Response

As outlined above the two main risk areas for the university in terms of slavery and trafficking relate to people and supply chains.

In terms of people, we continue to integrate the consideration of modern slavery risks into our wider risk management framework.

We have also formalised our internal governance of this risk at the highest level: Pro-Vice-

Chancellors of each academic area and the ELT lead of each of the business services divisions are responsible for ensuring that their respective areas comply with due diligence requirements set and overseen by the finance team in relation to the approval and use of suppliers and the approval of collaborative partners. Pro-Vice-Chancellors and ELT leads are required to certify compliance in their respective areas on an annual basis.

Mandatory training is required to be completed by all staff on Modern Slavery and Human Trafficking.

At the point of recruitment, we ensure that appropriate checks on prospective employees are completed in accordance with the law. We have a comprehensive Recruitment Policy and mandatory training programme for those involved in recruitment to ensure compliance.

The University works in partnership with Unitemps (its subsidiary company LJMU Recruitment Agency Limited), through which it offers temporary work available within the University to its students and alumni. This ensures that temporary members of staff are treated fairly and consistently, and that appropriate safeguards are in place during the recruitment process. This has been used to support with the additional temporary staffing requirements that have arisen during the global pandemic, in particular the recruitment of safety marshals to assist with the movement of staff and students around campus.

In terms of the supplier risks; we continue to work on understanding our supply chain. We procure goods and services from suppliers across the world and although we consider our day-to-day activities are low risk, we recognise that the global nature of our supply chains may increase the risk of Modern Slavery occurring, particularly in high risk industries and high risk countries. As part of our initiative to identify and mitigate risk in respect of our supply chain, we are continuing to implement and improve systems to identify and assess potential risk areas in our supply chains.

The first part of our due diligence process is to ensure that we deal with suitable and responsible suppliers. As a complex business we have a large and diverse supply chain. Purchases are made either by contracting directly or through collaborative higher education and public sector consortia.

The main consortia used are:

- The North Western Universities Purchasing Consortium (NWUPC). The NWUPC's statement and further information on how they ensure compliance with the Modern Slavery Act can be found via the following link : [Modern Slavery | North Western Universities Purchasing Consortium Ltd \(nwupc.ac.uk\)](https://www.nwupc.ac.uk/modern-slavery).
- The Crown Commercial Service (CCS). The CCS's statement and further information on how they ensure compliance with the Modern Slavery Act can be found via the following link : [Responsible decisions | Modern slavery | Crown Commercial Service](https://www.ccs.gov.uk/responsible-decisions/modern-slavery)
- Pagabo frameworks are used to support our Estates related requirements. Pagabo's statement and further information on how they ensure compliance with the Modern Slavery Act can be found at [Policies \(pagabo.co.uk\)](https://www.pagabo.co.uk/policies).
- Espo: The ESPO statement and further information on how they ensure compliance with the Modern Slavery Act can be found at via the following link: [Modern slavery statement \(espo.org\)](https://www.espo.org/modern-slavery-statement)

Our procurement policies required that all LJMU tender documents encompass Modern Slavery Statements which suppliers are required to sign up to. Tender evaluation criteria include social value which explores the labour conditions within the supply.

All new suppliers whether engaged via the public frameworks or direct are obliged to complete a due diligence questionnaire aimed at identifying modern slavery and human trafficking risks.

Our standard contractual terms refer to MSA compliance and impose contractual controls on suppliers/third parties in this regard.

These contractual controls are reinforced by our Anti-Slavery and Human Trafficking Policy, as well as due diligence checks.

As an institution, we make use of a number of external standards and agencies to provide assurance on labour practices for applicable products and processes. Of relevance are the following:

- Since September 2019, the university has been an affiliate member of Electronics Watch through NWUPC. Electronics Watch is an independent body which assists public sector organisations to ensure the rights of workers in the electronics industry are protected.
- The University continues to subscribe to the supplier sustainability toolkit NETpositive. The toolkit enables suppliers to sign up and develop their own sustainability action plan. The tool addresses Modern Slavery risks, encouraging suppliers to develop a code of conduct and publish a Modern Slavery Transparency Statement.
- We are committed to ensuring that people are paid appropriately for the work that they carry out. In March 2016, we became the first University in Liverpool, and the largest employer in Liverpool, to be accredited as a Living Wage employer.

Staff Training and Promoting Awareness of Slavery and Human Trafficking

We remain committed to raising awareness of modern slavery amongst staff.

- To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking in our supply chains the University requires all staff to undergo an e-learning module on Modern Slavery renewable every three years. The training aims to raise awareness of Modern Slavery and outlines the University's obligations in addition to advising staff of the correct channels through which concerns can be raised.
- There University has a second, more comprehensive, e-learning module which includes detailed case studies to inform staff of the different forms Modern Slavery can take. This has been targeted at Finance, Legal and Governance, International Relations and Research and Innovation Services staff.

- At the point of recruitment, we ensure that appropriate checks on prospective employees are completed in accordance with the law. We have a comprehensive Recruitment Policy and mandatory training programme for those involved in recruitment to ensure compliance.

Steps taken in Preventing Modern Slavery and Human Trafficking during 2020/21

During 2020/21 we have continued to build on the work started in previous years to eliminate the risk of Modern Slavery and Human Trafficking from our business and supply chain. We appreciate that this risk is not static and that this will be a long and continuing journey, as we raise awareness both within the University and with our partners and stakeholders. The progress we have made is summarised as follows:

- Continued to provide an e-learning module targeted at frontline staff, providing comprehensive training, and detailed case studies.
- Continued to subscribe to the supplier sustainability toolkit NETpositive, which enables suppliers to develop a sustainability action plan which includes Modern Slavery.
- Reviewed our Anti-Slavery and Human Trafficking Policy, which is available on the University's web pages.
- Continued to embed Modern Slavery controls and requirements into our standard contracting processes.
- Continued to implement the Modern Slavery questionnaire as part of the new supplier and partner set up process, including drawing the attention of potential new partners to Government guidance on the MSA and to our Anti-Slavery and Human Trafficking Policy.

Understanding Our Supplier Base

During 2020/21 we purchased or accrued approximately £104m of goods, services and works through various supply chain arrangements.

Our main areas of non-pay expenditure can broadly be classified as follows:

| Expenditure type | % |
|--------------------------------------|-----|
| Academic departments and services | 21% |
| Administration and central services | 14% |
| Capital and estates | 57% |
| Residences, catering and conferences | 0% |
| Research grants and contract | 8% |

During 2020/21 we have engaged with **3643** suppliers from **62** countries and territories, invoicing us with approximately £90.6 million of goods and services.

Suppliers by Country

| | | | |
|----------------|------------|--------------------|-----------------|
| Australia | Germany | Malaysia | Spain |
| Austria | Ghana | Mexico | Sri Lanka |
| Bahrain | Gibraltar | Morocco | Sweden |
| Bangladesh | Greece | Nepal | Switzerland |
| Belgium | Hong Kong | New Zealand | Tanzania |
| Brazil | India | Nigeria | Thailand |
| Brunei | Indonesia | Norway | The Netherlands |
| Bulgaria | Ireland | Oman | Turkey |
| Canada | Israel | Pakistan | Uganda |
| China | Italy | Panama | Ukraine |
| Costa Rica | Jordan | Philippines | United Kingdom |
| Czech Republic | Kazakhstan | Russian Federation | USA |
| Denmark | Kenya | Saudi Arabia | Vietnam |
| Egypt | Kuwait | Singapore | Zimbabwe |
| Finland | Lebanon | South Africa | |
| France | Malawi | South Korea | |

Our Plans for the Future

We commit to continue to better understand our supply chains in their entirety and work towards greater transparency and responsibility towards people working within them.

We will continue to implement and develop the following action plan to address the risks Modern Slavery and Human Trafficking represent in our business and supply chains:

- We will continue to carry out supplier and partner risk assessments and embed our MSA due diligence into the supplier and partner set up process.
- We will review and monitor supplier action plans through regular contract management and support initiatives to reduce the risk of Modern Slavery and Human Trafficking occurring.
- We will continue to embed our Anti-Slavery and Human Trafficking Policy.
- We will continue to provide training for all key staff on MSA compliance
- We will continue to review and update all relevant policies and controls to embed
- MSA awareness.

Declaration

This statement was approved by Liverpool John Moores University Board of Governors on 22 November 2021.

Signed

Mr Mike Parker CBE
Pro-Chancellor & Chair of the Board

Mr Mark Power
Interim Vice Chancellor and Chief Executive