HARPER ADAMS UNIVERSITY
BOARD OF GOVERNORS
26 November 2024

MODERN SLAVERY ACT – TRANSPARENCY STATEM 4

We have robust recruitment procedures in place to prevent slavery in o
are committed to continuing to use our procurement activities to comb
chains.

We directly employ circa 600 employees and we have a thorough se
and procedures that prevent any possibility of modern slavery occu
Human Resources (HR) department and recruiting managers follow a
which are regularly reviewed for compliance with legislation.

At the time of application, potential employees have to provide 'rig
checked prior to commencement. The majority of interviews are condu
that individuals have freely chosen to attend. All application forms are
own information, including taking a copy of the interviewee's origin
(where applicable).

Where interviews are conducted via electronic means (such as MS Te
is required to present their original 'right to work' documentation (whe
commencing work, or through a remote checking service provider.
contract of employment. HR also provide information to all new em

Our Supply Chains

We have zero tolerance to slavery and human trafficking. The University spends circa £14m annually with over 1,000 different suppliers purchasing a diverse range of goods, services and works. We recognise that with worldwide supply chains there are parts of the supply chain that could be engaged in modern slavery. The University has very limited resources to monitor and manage our supply chains therefore we focus on our direct suppliers, those from whom we directly purchase, known as our 1st tier suppliers. These 1st tier suppliers, in turn, trade with their own supply chains (2nd tier, 3rd tier and so on) to produce and offer the goods, services and works that the University requires. Our 1st tier suppliers range from locally based micro businesses through to large global companies. Our supply chains mainly fall into the following categories:

- ICT Equipment and Services
- Estates and Facilities Goods and Services
- Laboratory Consumables and Equipment
- Library Resources
- Professional Services
- Agricultural Goods and Services

To identify risks and provide mitigation, the University requests all new suppliers to agree to our standard terms and conditions for goods and services reflecting our commitment to addressing Modern Slavery and to require its suppliers to comply with Modern Slavery legislation and address the risks of the same.

All University Tenders require tenderers to confirm the Organisation's policy to comply with their statutory obligations under the Modern Slavery Act 2015.

Our ICT and Estates departments are responsible for many of our high value contracts with suppliers. ICT requirements include IT systems, hardware and telecoms; Estates have requirements including capital works, facilities management, building maintenance and energy. Our other high value expenditure categories include agricultural equipment and consumables, laboratory equipment and consumables, library mate3.2 (t)-13Boc99(eat)-13.2 (e3.8(ons)-8 0 1.1 ( )-12.2 (l.2 ;11.7(hi)3.1 (g)-12.2 s-8(,)-1.1 ((n)-12.3