

Modern Slavery Statement and Policy

This statement is made on behalf of Arts University Plymouth in relation to the Modern Slavery Act 2015, to provide transparency about our efforts to eradicate slavery and human trafficking within the organisation and our supply chains.

1 Policy

Arts University Plymouth is committed to acting ethically and with integrity in all its working relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within its own organisation, in its supply chains or within its sphere of influence.

2 Compliance

Arts University Plymouth is satisfied, from the steps carried out, that there is no evidence of any act of modern day slavery or human trafficking within the organisation.

3 Actions Taken

This statement sets out the steps, which Arts University Plymouth has taken to ensure that slavery and human trafficking is not operating within either its own organisation or its supply chains. Arts University Plymouth has established a framework of policies and procedures, which collectively cover the following areas. Arts University Plymouth:

- has a policy of zero-tolerance on matters of slavery and/or human trafficking and expects suppliers and associated organisations to comply with these values.
- is committed to making certain that it is not complicit in human rights abuses.
- respects the rights of workers to join, form or not to join workers organisations including trade unions.
- does not use forced or compulsory labour, that employment is voluntary.
- complies with local minimum age laws and does not employ child labour.
- is dedicated to maintaining workplaces that are free from discrimination or harassment based on race, colour, religion, creed, gender, sexual orientation, marital status and pregnancy, age, disability, or any other characteristic protected by applicable law.
- provides employees with a safe and healthy workplace.
- is committed to promoting environmental responsibility and encourages the development and application of environmentally friendly technologies.

- prohibits corruption in all its forms, including extortion and bribery.
- believes that freedom of expression is a fundamental human right.
- has a whistleblowing policy, which enables all potential breaches of the Modern Slavery Act to be reported without fear of sanction.
- requires all employees to adhere to these principles and to all other Arts University Plymouth policies, including the Safeguarding Policy, which references slavery and human trafficking.
- expects the same high standards from its suppliers, contractors and business partners, and this is inferred through their agreement to follow Group policies.
- suppliers are expected to hold their own suppliers to the same high standards.
 - In January 2018, Arts University Plymouth, as Plymouth College of Art wrote to all its pre-existing suppliers (over 600) for assurance that they fully comply fully with the Modern Slavery Act 2015
 - since January 2018, the Group's supplier approval process includes compliance with the Modern Slavery Act. The Group will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.
- Continues to review its contracts, policies and processes in an effort to go beyond basic social and environmental regulations and to ensure the highest standards in its supply chain.

4 Supply chains

The vast majority of the Universitys' sources are from inside the United Kingdom and as such are less at risk of slavery and human trafficking issues.

Arts University Plymouth has a number of suppliers for various parts of the organisation Including:

- Agency staff
- Partners
- External contractors and consultants
- Guest speakers and lecturers
- Printing
- Advertising and PR
- Merchandise
- Graphic design
- Sponsorship

5 Responsibility for the policy

Ultimate responsibility for the prevention and prevention of modern slavery within the Group rests with the Senior Leadership Team. The Board of Governors has overall responsibility for ensuring that this policy, and its implementation, complies with its legal and ethical obligations.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

6 Reporting modern slavery within the University

The whistleblowing and safeguarding policies provide guidance on how concerns can be communicated.

This policy is displayed on the University website, on the University's intranet and should be conveyed to all staff members at their induction.

7 Review

The Modern Slavery Statement and Policy will be reviewed annually by the University's Finance Team in accordance with clause 6 of the Modern Slavery Act 2015.

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