

## **Modern Slavery and Human Trafficking Statement 2026**

### **Introduction**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and constitutes the slavery and human trafficking statement of the University of Surrey (“University”, “we”, “our”). It will replace our previous statement, published in 2025, effective upon approval by the Executive Board.

We are committed to improving our practices to combat slavery and human trafficking and are committed to significantly minimising the risk of slavery and human trafficking taking place in our supply chains or in any parts of our business.

### **Our organisation’s structure**

The University of Surrey is constituted and founded by Royal Charter within the Higher Education sector. The University has approximately 2500 employees and 17,000 students. Our operations are primarily based within the United Kingdom. The University is supported by a centralised strategic procurement team, however, lower value transactional purchasing is devolved to individual departments and faculties, with defined thresholds for purchase order approval to escalate based on the value of spend. The University also owns several subsidiaries, including Surrey Sports Park Limited and Blackwell Park Limited.

### **Our supply chains**

Our main supply chains are:

- Laboratory chemicals, consumables, and equipment
- IT equipment, software, and services
- Estates, facilities, and commercial services
- Corporate and campus services, including travel
- Academic, Research, and Library services

Within these categories we believe the following types of goods and services contracts are likely to carry the highest risks in relation to modern slavery and human trafficking:

- Construction and land development
- Cleaning
- Catering
- Clothing and promotional goods
- IT
- Temporary labour

Many of the above goods and services are purchased under the Southern Universities Procurement Consortium (SUPC) and The University Caterers Organisation (TUCO) framework



agreements, who fully support the MSA. Additionally, we directly employ staff in key areas, such as cleaning, to provide an inhouse provision and therefore mitigate risk in these higher risk areas. The SUPC's statement and further information on how they ensure compliance with the MSA can be found via the following link:

[SUMS Group Modern Slavery Statement 2025](#)

### **Our policies on slavery and human trafficking**

The University's Procurement Procedure sets out its sustainability ambitions, further strengthens the commitment of the University to effectively manage modern slavery risks in our supply chains, and the pledge to act ethically and with integrity in all our business relationships. The University commits to implement and enforce effective systems and controls, including in relation to combatting modern slavery and human trafficking in our supply chains.

The University has a Public Interest Disclosure Policy in place that is intended to provide a process for and protection to University workers who wish to raise genuine concerns regarding, amongst other things, our business practices. This Policy makes express reference to modern slavery in a supply chain as an example of a potential concern staff might disclose under the Public Interest Disclosure Policy.

### **What we are doing now**

The University continues to embed due diligence in supplier selection and seeks to improve best practice in respect of procurement processes and supply chain integrity by engagement with suppliers, purchasing consortia, internal departments and stakeholders, and student bodies.

Progress has been made in several key areas, that are laying further foundations for better managing modern slavery risks. This includes:

- A requirement for appropriate due diligence on new suppliers with whom we contract, which includes modern slavery checks. All MSA due diligence questions have been incorporated into our tendering documentation, and a new supplier questionnaire has been put into practice during 2025 to capture relevant details.
- Continuing to develop and maintain an up-to-date suite of University standard contract templates covering all key goods and services. These templates all include appropriate modern slavery terms and conditions. We will continue to work on updating all our JCT contracts for building works and shorter form minor works agreements, as construction represents a higher risk area.
- Continuing to develop and mature our category management strategies to optimise spend with our suppliers and proactively mitigate supply chain risks.
- Working closely with the Sustainability team to identify and implement continuous improvement in our sustainability and social value. This includes meeting monthly with the team to discuss progress towards ambitions and we are working with the Netpositive supplier engagement tool to improve our supplier assessments.
- Working closely with our estates building professional services team, who manage most of our building related capital works, to ensure appropriate due diligence



- practices and accreditations are in place in the supply chains.
- Creation of a Sustainable Procurement Plan to outline our ambitions in relation to the environmental, social, and economic impacts, which includes modern slavery, and provide guidance to staff to comply with the principles.
  - Working with our catering department and TUCO to proportionately manage risks related to our food and beverage suppliers, including SME's.
  - Affiliate membership of [Electronics Watch](#) via full membership of the Southern Universities Purchasing Consortium.
  - Ongoing contract and supplier relationship meetings with our largest IT hardware providers to gain assurance on how modern slavery is prevented and tracked in their supply chains.
  - A rationalisation project is under way to review the number of clothing and workwear suppliers and appoint fewer preferred suppliers, where robust due diligence is conducted around modern slavery risks.
  - Implementation of a new supplier of all 'Team Surrey' sportswear for the University with appropriate modern slavery considerations.
  - Performing a review of staff and manager Modern Slavery training with the aim of making improvements to this offering, alongside associated deployment plan across the University.

A cross departmental Modern Slavery Working Group chaired by the Director of Procurement meets a minimum of twice a year to:

- Continue to monitor and identify potential risk areas in our supply chains and consider proportionate ways to mitigate the risk of slavery and human trafficking.
- Continue to develop or improve enablers such as policies, education and training, processes, and guidelines to strengthen how we manage modern slavery associated risks.
- Consider appropriate, effective, and proportionate ways of raising staff awareness.

The University also engages with the Higher Education Procurement Association (HEPA) and institutions in our region, and we are a member of the HEPA Responsible Procurement Group whose scope includes MSA compliance.

This statement was approved by the Executive Board of the University of Surrey on 8<sup>th</sup> December 2025.

**Signed:**



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**Professor Stephen Jarvis**  
**President and Vice Chancellor**

13<sup>th</sup> February 2026

