Modern Slavery Assessment
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About this Assessment

On 26th March 2015 the UK Modern Slavery Act 2015 received Royal Assent. The Act requires businesses to publish a 'slavery and human trafficking statement' setting out what steps they have taken to ensure slavery and human trafficking is not taking place in any part of their own business or supply chains.

This assessment has been created using the Supplier Registration Service and its Modern Slavery Assessment framework. This can be found online at the following link address: https://sid4gov.cabinetoffice.gov.uk

This assessment provides information about activity undertaken by UNIVERSITY OF OXFORD to tackle modern slavery. It may be used to support the production of an annual slavery and human trafficking statement as set out in the UK Modern Slavery Act 2015.

All information contained within this assessment has been submitted by a user or users acting on behalf of UNIVERSITY OF OXFORD.

UNIVERSITY OF OXFORD represents and warrants that the information provided within this declaration will be as accurate and complete as possible and shall accurately represent its capabilities.

This information contained in this assessment was submitted by:

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On: 01/01/1970
Obligations Under the Act

Under the Modern Slavery Act 2015 commercial organisations which carry on business or part of a business in the UK and have a turnover of £36m* or more are required to disclose what steps they have taken to ensure modern slavery is not taking place in their business or supply chains.

According to the information submitted in support of this assessment -

UNIVERSITY OF OXFORD has stated that its turnover is 1321800000 GBP and it operates in the UK.

UNIVERSITY OF OXFORD has stated that its corporate family is required to produce a modern slavery statement.

UNIVERSITY OF OXFORD has indicated that it is completing this assessment on behalf of its own organisation.


*The Modern Slavery Act defines turnover as the amount derived from the provision of goods and services falling within the ordinary activities of the commercial organisation, including the turnover of any of its subsidiary undertakings (including those operating wholly outside the UK).
1. Information about the business and its supply chain

This section provides some basic information about your organisation and its business operations which will help to provide context for a modern slavery statement.

Relevant contacts for this Modern Slavery Assessment

1. The executive board member or partner with responsibility for modern slavery at UNIVERSITY OF OXFORD was named as Michael Glover, who currently holds the position of Director of Planning and Council Secretariat.

2. The information contained in this assessment was submitted by David Griffiths, who currently holds the position of Research Facilitator.

Group Structure

1. It has been indicated that UNIVERSITY OF OXFORD's corporate family is required to produce a modern slavery statement.

2. UNIVERSITY OF OXFORD has indicated that it is completing this assessment on behalf of its own organisation.

Organisation Structure

1. The individual completing this assessment stated that they were unaware of the countries in which UNIVERSITY OF OXFORD operates.

2. At present, UNIVERSITY OF OXFORD conducts business activities in the UK.

3. The estimated staff headcount for UNIVERSITY OF OXFORD is 11000.

4. UNIVERSITY OF OXFORD has no business activities based in country (s) that have been highlighted as being at particular risk from modern slavery violations.

5. UNIVERSITY OF OXFORD is not aware of the countries in which it's organisation has business activities.

6. Organisations within UNIVERSITY OF OXFORD's corporate family have no business activities based in country (s) that have been highlighted as being at particular risk from modern slavery violations by the International Trade Union Confederation.

7. UNIVERSITY OF OXFORD is not aware of the countries in which it's corporate family has business activities.
2. Policies, Procedures and Governance

This section examines what principles, policies and governance frameworks are in place to support your organisation's efforts to tackle modern slavery.

Responsibility for Modern Slavery

1. The executive board member or partner with responsibility for modern slavery at UNIVERSITY OF OXFORD was named as Michael Glover, who currently holds the position of Director of Planning and Council Secretariat.

Principles and Policies

1. UNIVERSITY OF OXFORD has a specific set of principles relating to modern slavery. These principles are summarised below:
   - The University is committed to ensuring that there is no slavery or human trafficking in our supply chains or any part of our business. The processes set out in our Modern Slavery Statement reflect the University's commitment to acting ethically and with integrity across its organisation.

2. UNIVERSITY OF OXFORD does not currently have a corporate policy on modern slavery.

3. UNIVERSITY OF OXFORD currently publishes an annual statement about the steps it takes to prevent modern slavery within its business activities and supply chain.
   - UNIVERSITY OF OXFORD's latest annual statement can be found in an appendix to this assessment.

4. UNIVERSITY OF OXFORD publishes an annual statement on modern slavery:
   - To comply with the Modern Slavery Act 2015

5. A mechanism is currently in place for employees and other stakeholders to report any concerns or suspected incidence of slavery or human trafficking.

6. The mechanism does not extend to suppliers of UNIVERSITY OF OXFORD.

Performance Reporting

1. In the past 12 months, UNIVERSITY OF OXFORD has not reported on its performance in relation to modern slavery.

2. Internally, modern slavery is reported to the following level(s) at UNIVERSITY OF OXFORD:
   - Executive board level
3. Internally, modern slavery is not reported at any level.

4. In the last 12 months UNIVERSITY OF OXFORD has not been fined or convicted due to acts of misconduct relating to modern slavery.

5. UNIVERSITY OF OXFORD:
   - Employs 95% of workers directly.
   - Employs 5% of workers through recruitment agencies.
   - Does not employ workers through labour providers.
   - Does not employ workers through other indirect methods.

6. UNIVERSITY OF OXFORD:
   - Employs 33% of workers on temporary contracts.
   - Employs 66% of workers on permanent contracts.
   - Does not employ workers on seasonal contracts.

7. UNIVERSITY OF OXFORD employ low skilled or unskilled workers. The details are summarised below:
   - We employ apprentices, for example.

8. UNIVERSITY OF OXFORD allow employees to join a trade union.

9. UNIVERSITY OF OXFORD have employees working under hazardous conditions. The details are summarised below:
   - Colleagues working in science and medical departments will often have access to potentially dangerous chemicals. There are processes to manage these risks: https://www.admin.ox.ac.uk/safety/
3. Due Diligence Processes

This section examines your organisation's oversight of its supply chain.

1. To date, UNIVERSITY OF OXFORD has not conducted any work with trade unions, NGOs or international labour organisations to create due diligence processes to support its efforts to tackle modern slavery.

2. UNIVERSITY OF OXFORD does not have a supplier risk register for modern slavery.

3. Within the last 12 months, 1% of suppliers have provided information relating to their modern slavery policies and processes to UNIVERSITY OF OXFORD.
   - UNIVERSITY OF OXFORD has not carried out any social audits within the last 12 months.

4. Modern slavery is considered at the following stages of the procurement process:
   - Tender evaluation
   - Contract award
   - Contract management
   - Contract review

5. At present, suppliers to UNIVERSITY OF OXFORD are not required to meet any contractual obligations relating to modern slavery and auditing of its suppliers.

6. At present, UNIVERSITY OF OXFORD does not conduct audits of its suppliers and their business activities.

7. UNIVERSITY OF OXFORD has the following measures in place to mitigate the risk of slavery in its supply chain:
   - Preferred suppliers are required to reconfirm at least annually that no convictions have taken place in relation to the Modern Slavery Act, or if a conviction has occurred to confirm that appropriate corrective action has been taken.

8. At present, UNIVERSITY OF OXFORD does not investigate working conditions in its supply chains in any other way.
4. Assessing and Managing Risk

This section examines how your organisation identifies risk in regard to modern slavery, both within its own business activities and those of its supply chain.

1. The following are considered to be the most significant factors which may cause UNIVERSITY OF OXFORD to be at risk of slavery and human trafficking occurring within its operations or supply chains:
   - The need for competitive pricing to win business could reduce the quality of manufacturing and other supply chain practices. We aim to mitigate this by carrying out initial checks at tender stage.

2. The following stages within the supply chain are considered by UNIVERSITY OF OXFORD to represent the greatest level of risk of modern slavery:

3. UNIVERSITY OF OXFORD seeks to identify any possible instances of slavery or human trafficking within its supply chains using the following processes/activities:
   - n/a

4. The individual completing this assessment stated that they were unaware of the countries in which UNIVERSITY OF OXFORD's first tier of suppliers operate.

5. Organisations within UNIVERSITY OF OXFORD's corporate family have no business activities based in country (s) that have been highlighted as being at particular risk from modern slavery violations by the International Trade Union Confederation.

6. In the last 12 months no suppliers, within the supply chain, have been fined or convicted due to acts of misconduct relating to modern slavery.

7. Within the last 12 months none of the organisation's suppliers have been identified as being at risk of modern slavery.

8. UNIVERSITY OF OXFORD seeks to identify any possible instances of slavery or human trafficking within its own business activities using the following processes/activities:
   - Already covered in our Modern Slavery Statement.
   - Does not currently have suppliers that employ workers directly.
   - Does not currently have suppliers that employ workers through recruitment agencies.
   - Does not currently have suppliers that employ workers through labour providers.

9. UNIVERSITY OF OXFORD is not able to provide information on current recruitment methods for its suppliers.
10. UNIVERSITY OF OXFORD is not able to provide details of suppliers employing workers on a seasonal basis.

11. UNIVERSITY OF OXFORD is not able to provide details of suppliers employing workers on a seasonal basis.

12. UNIVERSITY OF OXFORD is not able to provide details on whether their suppliers employ workers in hazardous conditions.
5. Key Performance Indicators

This section examines your organisation's Key Performance Indicators and how they reflect and reinforce the organisation's priorities and principles.

1. UNIVERSITY OF OXFORD does not currently possess any independent accreditation/certification in relation to its modern slavery policies and activities.

2. In the past 12 months, no reports of slavery and/or human trafficking have been recorded within UNIVERSITY OF OXFORD's business or supply chain.

3. UNIVERSITY OF OXFORD has committed to responding to any reports of slavery or human trafficking within its business and supply chain. A Service Level Agreement (SLA) has been set for timely response. Details can be found below:
   - See Public Interest Disclosure section in Modern Slavery Statement.
6. Training Provision

This section examines your organisation's commitment to training staff on modern slavery, including the training content and the scope of training delivery.

1. UNIVERSITY OF OXFORD does not currently provide training to employees on modern slavery.
7. Your Improvements

Your responses to the Modern Slavery Assessment have been analysed against best practice and the following areas of improvement are recommended to your organisation, for consideration and action.

Acknowledging your improvements

To finish the Assessment, you should acknowledge these improvements in the 'Improving' section of the questionnaire. To acknowledge your recommendations, select 'Continue Modern Slavery Assessment' in the Get started menu on your Dashboard.

Your improvements:

1. Your organisation should ensure it is aware of the countries in which its suppliers operate and know where the greatest risks are so mitigation plans can be developed.

2. Your organisation should have a corporate policy in place that covers Modern Slavery.

3. Your organisation should consider a mechanism for suppliers to report concerns or suspected incidences of human trafficking.

4. Your organisation should consider auditing its suppliers on their business activities.

5. Your organisation should ensure that the following provisions are considered during supplier audits: Wages, working hours, freedom of association, freedom of movement, freedom of employment, child labour, harsh or inhumane treatment and human trafficking.

6. Your organisation should put measures in place to mitigate the risk of modern slavery in its supply chain.

7. Your organisation should be aware of all the countries in which its tier one suppliers operate.

8. Your organisation should provide training on modern slavery to all employees.
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Scores

No description given for UNIVERSITY OF OXFORD.

Awards

-100%  +0%  Business Context  Red
-22%    +78%  Governance  Green
-65%    +35%  Due Diligence  Amber
-25%    +75%  Managing Risk  Green
-33%    +67%  KPIs  Amber
-100%   +0%   Training  Red

-100%  +100%  Performance

-43%    +57%  Total  Amber

-100%  +100%  Performance

Total  57%

Help

Reports  1 item
- Document
- HMG Modern Slavery Assessment