

Modern Slavery Statement

Introduction

Modern slavery, encompassing slavery, servitude, forced labour, and human trafficking, represents a grave violation of human rights. These practices involve the exploitation of individuals for personal or commercial gain, depriving them of their liberty. Queen Mary University of London (Queen Mary) is committed to eliminating modern slavery and human trafficking in its operations and supply chains.

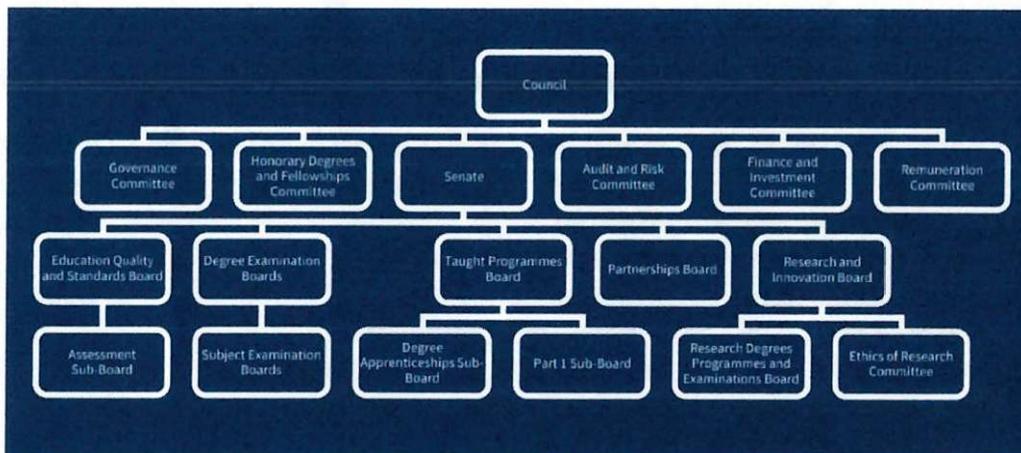
This statement, made in accordance with section 54(1) of the Modern Slavery Act 2015, outlines Queen Mary's actions to address slavery and human trafficking for the financial year ending 31 July 2025.

Organisation Overview

Queen Mary University of London is a leading research-intensive institution in the UK, with over 32,000 students from more than 170 nationalities. Established in 1785, we have a long-standing commitment to research and educational excellence, diversity, inclusion, and community engagement. In the academic year 2024-2025, we employed over 5,700 staff and reported a consolidated turnover of £738.1 million.

Organisational structure

Queen Mary's strategic direction is overseen by the Council, with support from various operational committees.



Supply Chain Overview

Queen Mary's purchasing and supply chains are managed across several key categories, including estates, professional services, IT, and scientific & Laboratory:

Categories	Includes:
Estates & Facilities	Projects & maintenance
Professional Services & Facilities management	Human resources, Finance, Marketing, and Facilities.
IT	Projects and Service Delivery
Scientific & Laboratory	Scientific and Laboratory equipment and consumables

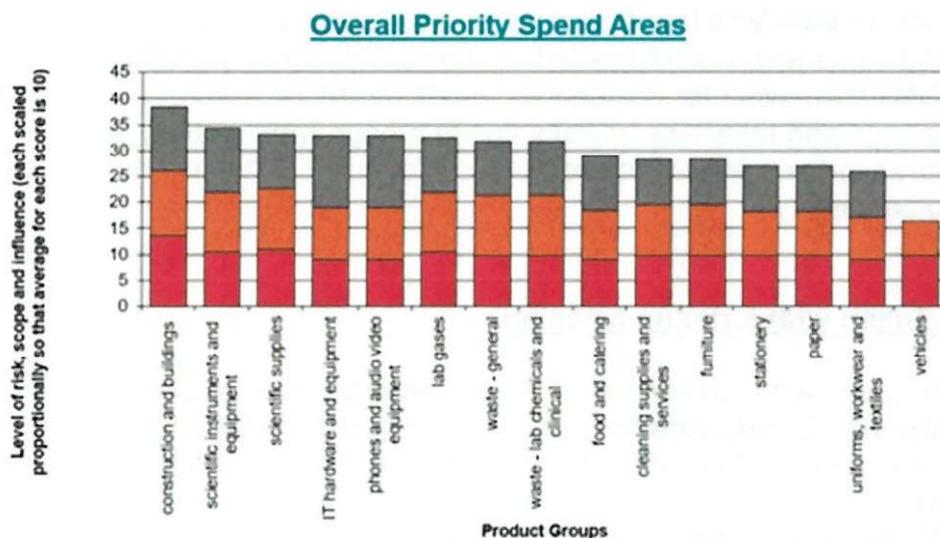
In 2024-2025, 67% spend was undertaken with small and medium-sized enterprises (SMEs).

Policies and commitments on slavery and human trafficking

Queen Mary is committed to ensuring that modern slavery and human trafficking are not present in its operations or supply chains. We have implemented the following measures to uphold this commitment:

- **Employee Terms:** All directly employed staff are on standardised terms, with a commitment to pay the London Living Wage as a minimum.
- **Agency Workers:** Agencies supplying staff to QMUL must pay the London Living Wage and verify the identity and right to work of their staff.
- **Procurement and Contracts:** All major service and goods contracts are reviewed by Queen Mary's Procurement Team: social value including modern slavery considerations is embedded within the evaluation of tenders, which ensures compliance with the Modern Slavery Act.
- **International Partnerships:** Our due diligence processes and legal agreements for academic partnerships include a commitment to comply with the Modern Slavery Act. We have confirmed that our partners in China, including our Chinese subsidiary, are required to comply with Chinese law which prohibits human trafficking and forced labour.
- **Workplace Culture:** Queen Mary maintains a commitment to dignity, respect, and not tolerating bullying or harassment. The Report & Support Platform allows staff, students, and visitors to report any incidents.
- **Whistleblowing:** A whistleblowing policy ensures protection for individuals reporting unethical conduct.
- **Equality, Diversity, and Inclusion (EDI):** Queen Mary has an EDI group and mandatory EDI training for all staff. Additional modules on unconscious bias and tackling barriers are provided.
- **Electronics Watch:** Queen Mary is affiliated with Electronics Watch to improve labour rights and working conditions in global electronics supply chains.
- **Sustainability:** The Procurement and Sustainability teams work together to ensure responsible and sustainable procurement, including consideration of environment and social value impacts.

- **Fair-Trade Products:** Queen Mary prioritises fair-trade certified products for food and drink sourced from less economically developed countries.
- **ISO Certification:** Queen Mary has been certified to ISO 14001 for environmental management.
- **Training and Guidance:** Dedicated web resources and training sessions have been developed to inform staff about the *Modern Slavery Act* and their responsibilities. This includes “Guide to Modern Slavery, Protecting Human Rights in the Supply Chain, Introduction to HE Procurement and Introduction to Sustainable Procurement”.
- **Governance for Inclusion:** We have established a governance group to lead, govern, and progress our Culture and Inclusion priorities, including Disability Inclusion.
- **DEFRA prioritisation Tool:** The DEFRA prioritisation tool has been used to identify focus areas for the next few years, with an emphasis on environment, social impact, risk, scope, and influence.



- **Civic Engagement:** As a large organisation rooted in place, we strive to be the best anchor institution we can be. Our [Civic University Agreement](#) brings together new and ongoing activities at Queen Mary to ensure our work meets the needs of our neighbours and partners.
- **Recognition for Excellence:** Queen Mary’s Procurement Team is an award-winning function earning multiple accolades in 2025 Go Awards, highlighting outstanding commitment and excellence in ethical, sustainable, and socially responsible procurement practices.
- **Professional Standards:** Procurement staff adhere to the **Chartered Institute of Procurement & Supply (CIPS) Code of Conduct** and complete ongoing training in ethical procurement, promoting integrity, transparency, and accountability in all procurement activities.

Actions Taken to Combat Modern Slavery in Procurement

In our procurement processes, Queen Mary has taken several key actions to prevent modern slavery:

- **Supplier Declarations:** Suppliers must declare their compliance with the *Modern Slavery Act* including affiliations to professional bodies and provide a copy of their modern slavery policy or statement.
- **Site Visits:** Queen Mary reserves the right to conduct site visits or interviews with workers if there are concerns regarding compliance.
- **Modern Slavery Clauses:** Standard terms and conditions for all contracts include clauses addressing modern slavery
- **Tender Requirements:** All tenders include modern slavery clauses, and suppliers are required to respond to additional questions on issues such as sustainability, health, and safety.
- **Construction Suppliers:** Suppliers are verified via *Constructionline*, a database for pre-qualified contractors.
- **Social Value Metrics:** Social value is included as an evaluation criterion in all tenders. Queen Mary have led on a national task force to adopt the National TOMs framework for universities, enabling the HE Sector to measure, manage and maximise social value in procurement activity. In 24/25, Queen Mary procurement exercises delivered over £600,000 in social value outcomes.

Actions Taken with Existing Suppliers

For existing contracts, Queen Mary has implemented the following:

- **Supplier Questionnaires:** High-impact suppliers have been sent questionnaires to improve transparency and understanding of their supply chains.
- **All existing contracts include clauses that address modern slavery**
- **Collaboration on Sustainability:** The Procurement and Sustainability teams work jointly to assess and advance responsible procurement practices and sustainability initiatives.

Future Commitments

- **Ongoing Supplier Support:** Queen Mary will continue to encourage and support suppliers in ensuring their supply chains are free from modern slavery.
- **Social Value Data:** We will collect and use social value data from our existing strategic suppliers, deriving clear quantitative commitments to ensure delivery. We will work collaboratively with the supply chain to identify opportunities where social value can be further delivered or enhanced, exploring new ways to maximise outcomes and improve overall impact.
- **Collaboration:** We will continue to engage with higher education procurement networks and purchasing consortiums to share and learn best practices.
- **Supplier Engagement:** We will continue to strengthen supplier engagement, including exploring, where practical, opportunities to work with local suppliers.

- **Ongoing Education:** We will maintain and update our web resource and training to ensure that all staff are informed of their responsibilities related to modern slavery.
- **CIPS Procurement excellence programme:** explore and carry out independent assessment to measure the Queen Mary procurement against world class standard.

Statement of compliance

Queen Mary is confident that, to the best of our knowledge, we are fully compliant with our obligations under the *Modern Slavery Act 2015*. We will continue to review and enhance our policies, procedures, and contractual arrangements to ensure that best practices are embedded across our operations and supply chains.

Professor Colin Bailey
President and Principal

A handwritten signature in blue ink, appearing to read 'Colin Bailey', written over a faint, illegible stamp.

Date:

24th Jan. 2026