



## **Modern Slavery Statement**

### **The Royal Veterinary College, University of London's Slavery and Human Trafficking Statement for the Financial Year ending 31 July 2017**

#### **Introduction from the Chair of Council**

The Royal Veterinary College is the largest and longest-established vet school in the English-speaking world and is a college of the University of London.

The College offers undergraduate, postgraduate and CPD programmes in veterinary medicine and veterinary nursing and is ranked in the top 10 universities nationally for biosciences.

RVC produces world-class research and provides support for the veterinary profession through its referral hospitals, including the Queen Mother Hospital for Animals, Europe's largest small animal hospital. Our programmes are of international appeal and attract students who go on to become practicing veterinarians, research scientists, veterinary nurses and leaders in industry and government and we are the only vet school in the world to hold full accreditation from AVMA, EAEVE, RCVS, AVBC and the Society of Biology

As one of the world's leading specialist veterinary and biological science research institutions, the RVC brings together talented individuals; all of whom share a passion for human and animal health and welfare.

Given the pedigree and core values and ethics of the RVC, we are proud of the steps we have taken to combat slavery and human trafficking. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes RVC's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> July 2017.

## **Organisational structure**

With over 2400 students and approximately 850 staff, we are a UK based provider of undergraduate, postgraduate and CPD programmes in veterinary medicine and veterinary nursing in the higher education sector. The College is structured into three academic departments: Clinical Science & Services; Comparative Biomedical Sciences; Pathobiology and Population Sciences. These academic departments are supported by a range of professional service departments, which include: Academic Registry, the Secretariat, Infrastructure, Human Resources, Learning and Wellbeing, External Relations and Access & International Engagement.

The College provides support for veterinary and related professions through our Clinical facilities: the Queen Mother Hospital for Animals; the Beaumont Sainsbury Animal Hospital; the Farm Animal Clinical Centre and RVC Equine. The RVC also owns and operates Boltons Park Farm.

The Animal Care Trust (ACT) is the Royal Veterinary College's (RVC) registered charity. For more than 30 years we have been dedicated to raising funds to support the College's wide range of activities aimed at improving animal health and care.

The London BioScience Innovation Centre is one of the College's subsidiary companies; it was London's first centre for early stage life science companies. This puts the College at the heart of biotechnology and other biomedical research in London and opens doors for research collaboration.

The RVC has two further subsidiary companies: RVC Developments Ltd and RVC (Hong Kong) Ltd. These are currently dormant.

For further information, please see <http://www.rvc.ac.uk/about/the-rvc>

## **Our supply chains**

RVC is in the planning process of implementing a supply chain risk assessment of its key high spend strategic suppliers in order to enable the College to assess the business activities that its core supplier base carries out, the nature of its supply chain, regions in which it operates, and identify particular activities or countries that are high risk in relation to modern slavery.

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

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free, we are reviewing our policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues. This reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to mitigate against slavery and human trafficking taking place in our supply chain, and is consistent with our status as an exempt Charity.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we are developing processes to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

### **Supplier adherence to our values**

We are now operating a zero tolerance policy with regard to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we are and continue to review our agreements and dealings with core suppliers to ensure compliance with anti-slavery measures. The implementation of a supply chain compliance programme during the year has included:

- Supplier audits - We have completed an exercise for core supplier spend for FY2016. Spend bands used for initial round of analysis was based on annual supplier spend within the following bands: £1m+, £500,000 - £1m, £164,000-£500,000, 50,000-£164,000. This accounted for top 93 suppliers by spend, each of whose websites were checked to locate a modern slavery compliancy where appropriate. All suppliers with a turnover above £36m had a compliant policy statement, copies of which including details of their web addresses have been populated on a MSA spend profile master file. The second and final phase of review will be undertaken during the current financial year for a final spend threshold of £25,000-£50,000 as £25k is the current minimum spend threshold at which tendering is required to be undertaken for all goods, services and works in accordance with the College's own internal procurement policy and procedures.
- Ensuring that all major supplier tenders that have been run in the past year have included a mandatory pass/fail clarification question with regards to the Modern Slavery Act and compliancy with the Act by bidders where appropriate.
- Developing model clauses for supplier agreements and new supplier account set-up forms requiring compliance with anti-slavery measures, as appropriate.

We have put into place a dedicated compliance team (the Modern Slavery Compliance Group) which meets annually in order to oversee our assessment of risk and any mitigating actions with regard to the Modern Slavery Act 2015. The group is led by the College Secretary, and has representatives from the following areas of responsibility: Governance; Human resources; Procurement; Finance; Academic Quality; Research.

### **Further steps**

Following a review of the effectiveness of the steps we have taken to try and ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

- Continued review of relevant policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues

- Assess sector practice to ensure we are in line with developments and best practice
- Further develop robust due diligence processes
- Implement a supply chain compliance programme
- Utilise the Internal Audit function to assess our practices.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, the MS Compliance Group is intending to advise the HR department with regard to the provision of appropriate and proportionate training for relevant staff. We will also consider how we can encourage our business partners to provide appropriate training to their staff, suppliers and providers, where possible.



22<sup>nd</sup> November 2017

Lord Curry of Kirkharle  
Chair of Council – Royal Veterinary College