

MODERN SLAVERY ACT 2015

Modern slavery and human trafficking statement

INTRODUCTION

Middlesex University Higher Education Corporation (MDX) is committed to carrying out procurement of goods and services in an environmentally, socially, ethically and economically responsible manner and to entering into agreements and contracts with suppliers that share and adhere to this commitment.

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 slavery and human trafficking. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2021.

ORGANISATIONAL STRUCTURE

MDX is a large university based in London that has campuses overseas, in Dubai, Mauritius and Malta. We have three main faculties; Arts and Creative Industries, Science and Technology and Professional and Social Sciences and our Institute for Work Based Learning that offer a broad range of courses.

Our flagship campus is located at Hendon in North London comprised of one main teaching campus and several other buildings situated in the North London area. MDX also shares space at one teaching hospital and the StoneX Stadium. MDX has some outdoor sports facilities on-campus and a multi-use sports ground off-campus which is shared with the local community in North London. MDX employs over 1,800 members of staff and has over 19,000 students studying in the UK.

UK SUBSIDIARY COMPANIES

The University has two wholly owned subsidiary companies in the UK which organise consultancy, contract and continuous data protection to commercial clients.

OVERSEAS SUBSIDIARIES

The University has several overseas subsidiary companies, which are located in Hong Kong, Dubai, India, Malaysia and Mauritius, which act as local recruitment offices and support Alumni activity in the region.

OUR SUPPLY CHAINS

Middlesex University is committed to protecting the environment and therefore requires a contractor who is able to demonstrate, support and abide by our efforts in achieving the objectives as laid out in our Environmental & Ethical policies;
<https://www.mdx.ac.uk/about-us/policies>

Our main supply chain falls under the following categories:

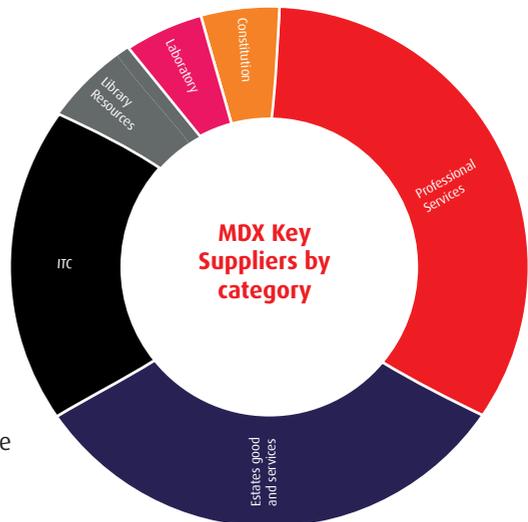
- Professional Services
- Construction
- Estates Goods and Services
- Cleaning
- Catering
- Security
- ICT Equipment and Services
- Laboratory Consumables and Equipment
- Library Resources

The principal risks are:

- Manufacturing of Consumables
- Professional Services provided to the University

Other risks to consider are:

- Country Risks
- Sector Risks
- Transaction Risks
- Business Partnership Risks



Data based on 100 suppliers

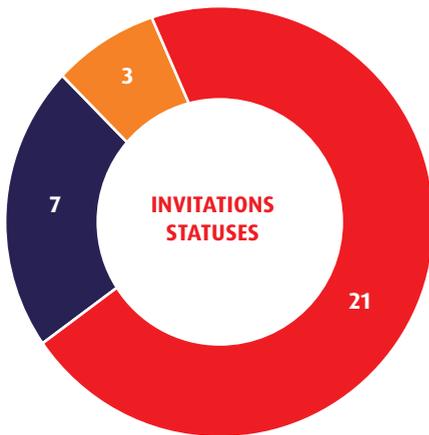
CURRENT ACTIONS

Within the last 12 months we have successfully contacted our top spend suppliers and obtained copies of their Modern Slavery Statements where applicable. We continue to apply due diligence checks with new suppliers who are continually being added to our supplier base.

MODERN SLAVERY ASSESSMENT TOOL

The government developed the MSAT tool which is a modern slavery risk identification and management tool for public bodies to use to assess their own supply base for modern slavery risks.

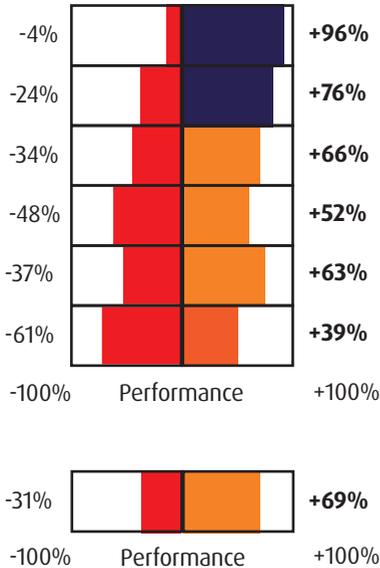
This tool is being used to run an annual campaigns and this year we invited 31 of our top spend suppliers to take part to complete an assessment. Suppliers were given a 10 week period to complete the assessment which was run through Crown Commercial Services Supplier Registration site.



The Invitations chart above shows that 31 suppliers were invited to complete an assessment, 21 newly registered and started the assessment and 7 did not register.

The Questionnaire chart shows that of the 24 suppliers that registered or were already registered, 19 completed the assessment by the deadline, 4 were still responding and 2 were still making improvements to their responses. (one supplier registered twice so therefore the Questionnaire status totaled 25, not 24)

Questionnaire awards



The scores from the 19 completed assessments show our suppliers scored highly in Governance & Policies and Procedures but have improvements to make in the remaining sections Risk Assessment and Management, Due Diligence, Training and KPI's. Overall the majority of suppliers who completed a questionnaire scored high while no supplier scored in the Red Area.

The MSAT evaluators continually work with all respondents to advise how improvements can be made from their submission so they can advance their score in future years. In comparison to last year's campaign the scores from the responses received this year increased in 5 out of the 6 categories and the Total Score increased from 66% to 69%.

KPI's

Middlesex university will run the MSAT campaign on an annual basis and our KPI measurement for this will be the following completion rate:

Year One: 50% (achieved 48%)

Year Two: 60% (achieved 61%)

Year Three: 65%

Year Four: 70%

Year Five: 75%

Procurement Processes

In addition the University continues to implement the following in its procurement:

- Processes: standard contractual clauses which are being added to new contracts
- Mandatory questions added to the Standard Questionnaire (SQ) asking potential suppliers to confirm their business position on modern slavery and provide proof of their compliance
- Modern slavery has been added to the agenda for contract performance reviews
The procurement team has raised awareness among the buyers and contract managers within the University and share best practice amongst them.
The procurement team are signed up to the parliament website to receive alerts of any updates to the Modern Slavery (Transparency in Supply Chains) Bill.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, guidance has been added on the risks of Modern Slavery in the supply chain to our Procurement Training which is available to all University staff. The procurement team have attended formal training sessions so are equipped with the necessary background to pass on to other members of the University.

Future Actions

Middlesex University will continue to review its supply base and procurement processes to assess what steps need to be taken to prevent, monitor and mitigate risks.

Middlesex University will annually run a MSAT campaign to monitor improvements in our existing suppliers processes and also inviting new suppliers to complete an assessment. The University will develop a systematic approach to challenge our partners, subsidiaries and overseas campuses & offices to identify high risk circumstances to further mitigate the risk of slavery and human trafficking occurring.

The University will include a Modern Slavery clause in the University Standard Terms and Conditions published on the www.mdx.ac.uk website.

The University will consult Student Union as part of the endorsement process.

The University Procurement department will continue to identify all other responsible departments within the University to achieve buy-in to their responsibilities to the Modern Slavery Act.

Approved by the Board of Governors on 20th September 2021