

The National Composites Centre Modern Slavery and Human Trafficking Statement 2021

The National Composites Centre is a specialist research and development organisation, wholly owned subsidiary of the University of Bristol, which focuses on collaborative innovation, digital engineering, composite materials and sustainability. The University of Bristol is an exempt charity under the terms of the Charities Act 2006 and incorporated by Royal Charter (company number RC000648). The University of Bristol has an annual turnover in excess of the statutory threshold for reporting against the Modern Slavery Act.

This voluntary Modern Slavery Statement outlines our commitment to being an ethically and socially responsible organisation. We support and respect the principles proclaimed in the Universal Declaration of Human Rights.

We are committed to improving our business practices to combat slavery and human trafficking, both domestically and internationally, to ensure that we are not complicit in any human rights violations.

We are committed to making sure that all employees, are treated with respect and dignity; that they are working under their own free will, that they have freedom to associate, and their right of collective bargaining is respected. We are committed to working conditions that are safe and hygienic, that regular employment is provided, working hours are not excessive and that individuals are properly compensated for their effort.

We value the principles set out in the UN Convention on the Rights of the Child and we believe that there is no place for child exploitation in the supply chain. We are committed to zero tolerance of slavery and human trafficking or child labour practices.

We work hard to build effective links and have a positive impact on both the local and wider community and its industries, through high-quality research collaboration and productive knowledge exchange, the support of new companies and enterprises, and the licensing of intellectual property.

Engaging with the local community and wider public is part of our policies, priorities and vision, and an area in which staff are increasingly involved.

We are committed to making sure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have developed policies and continue to develop them to reflect our commitment to acting sustainably, ethically and with integrity in all our business relationships. We are working to develop, implement and enforce effective systems, processes and controls to make sure child labour, slavery and human trafficking is not taking place within our supply chains.

We are committed to making sure that The National Composites Centre is a safe and inclusive place for our staff, researchers, suppliers, members and visitors: that all individuals regardless of status engage with the freedom of non-harassment and unlawful discrimination: including on the grounds of race, colour, religion, national origin, gender, pregnancy, age, disability, sexual orientation, gender identity, marital status, trade union membership, or any other status protected by the laws or regulations in everything we do. We expect all our suppliers to respect and treat employees in a morally and ethically appropriate manner.

Our suppliers are expected to take steps and demonstrate a commitment to making sure that their own supply chain is free from child labour, modern slavery and human trafficking.



Our supply chain includes the purchase of goods, services and works necessary for the operation of The National Composites Centre and includes, but is not limited to:

- Professional services, cleaning, security and catering services, IT and audio-visual equipment.
- Workshop machinery and equipment.
- Consumables, such as specialised materials for the production of composites.
- Furniture, stationery & printing, travel, utilities, construction and facilities maintenance services.

Our supply chain is varied and includes individuals, SME's and multi-national corporations. We recognise that modern slavery and human trafficking can occur anywhere in the supply chain both in the UK and internationally, regardless of the supplier size or nature of the products or services provided.

We are working to identify and mitigate the risk of modern slavery in our supply chain. This includes but is not limited to:

- Incorporation of supply chain transparency within our broader Sustainable Procurement Policy.
- Continued commitment to the Environmental Management System, certified to the international standard ISO 14001, and other industry standards as appropriate to the nature of goods or services being procured at the time.
- Starting with areas identified as high risk, we shall consider additional due diligence and exploration of suppliers during the procurement process through the various stages of tendering.
- The University of Bristol is a Living Wage employer.
- The University of Bristol is registered on the Transparency in Supply Chain register of Modern Slavery Statements.
- Due diligence processes for slavery and human trafficking.

In addition to publishing our own Modern Slavery Statement, the National Composites Centre interrogates Statements from our suppliers. This improves our ability to hold suppliers to account for the depth and compliance of their supply chain management. The National Composites Centre is aware of issues that may complicate knowledge and confidence in the supply chain, including the United Kingdom's departure from the European Union, which may require The National Composites Centre to seek alternative sources of supplies and equipment in some cases, and will require us to ensure equal confidence in any new supply chain relationships.

Our Procurement Team hold the CIPS Ethical Award, which is tested and renewed annually. We are committed to attain this standard. Individuals within the team are MCIPS qualified.

We will continue to build upon our existing systems to:

- Identify and assess and monitor potential risk areas in our supply chains.
- Protect whistle blowers and report unethical conduct.
- Understand our suppliers both nationally and internationally.
- Confirm our suppliers have in place suitable anti-slavery and human trafficking policies and processes and to support our commitment to ethical and sustainable business practices.
- Include training in our Procurement Induction to make sure there is a high level of understanding of the modern slavery and human trafficking risks by all staff.



To improve our effectiveness at combating slavery and human trafficking for the future we will develop measures which may include:

- Effective use of recruitment and selection procedures.
- Due diligence in procurement and working with our suppliers to understand their supply chains and how this complies with our expectations. This may include asking high risk suppliers to commit to the Base Code of Ethical Trading Initiative (ETI) as well as encouraging all suppliers to adopt/support these initiatives.
- Completion of audits conducted by internal and external auditors.
- Communication throughout successive tiers of the supply chain to confirm their understanding of, and compliance with, our expectations.

This statement has been approved by:

Richard Oldfield

A handwritten signature in black ink, appearing to read 'Richard Oldfield', is written over the printed name.

Chief Executive Officer, National Composites Centre

Date:

21/10/21