



Modern Slavery Act 2015

Modern Slavery and Human Trafficking Statement

1.



Our Values

Respect - we will recognise that everyone in the organisation makes a contribution to our success.

Innovate - we don't wait for things to happen, we constructively challenge how things are done.

Support - we look beyond the boundary of our own roles to support others and share knowledge.

Excel - we take pride in contribution, we have high standards of excellence and always work to our core values.

3. Our Statement

SRUC is committed to ensuring that modern slavery and human trafficking is not taking place in any part of its operational activities or within its supply chains. We are committed to protecting and respecting human rights across SRUC's activities, and will take where reasonable, appropriate and possible, steps to influence others to ensure slavery and human trafficking does not take place.

Our suite of Human Resources Policies confirm our commitment to workplace rights for employees and we promote our Dignity At Work Policy and Equal Opportunities Policy to ensure an environment based on dignity and respect, that does not condone or allow bullying, harassment, discrimination or any other unacceptable behaviour. Additionally, our Anti-Corruption Policy and Whistleblowing Policy provide staff with the means to report improper conduct or unethical behaviour.

In compliance with the Procurement Reform (Scotland) Act 2014, SRUC's [Annual Procurement Strategy](#), along with our Procurement and Sustainability

Policy, set out our principles

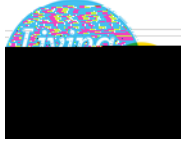


Capital Works (including building construction and renovation);
Estates, Buildings and Facilities Management (including utilities, cleaning, catering, and waste);
Laboratories (including consumables, chemicals and equipment);
Farms (including livestock feed, fertiliser, agricultural chemicals, vehicles and equipment);
Information Systems (including desktop and laptop computers, servers, printers, mobile phones, and audio-visual equipment);
Professional Services and HR (including temporary staffing).

5. Our Procurement Activity and Due Diligence

As noted in SRUC's most recent [Annual Procurement Report](#), 95% of SRUC's goods and services are sourced from within Scotland and the rest of the UK. The risk of Modern Slavery in SRUC's activities is therefore considered to be of low risk.

However, it is fully recognised that potential risks may exist in relation to the global economy and its impact on some of the goods and services consumed by SRUC including electronic equipment, clothing, and PPE. In addition, the displacement of populations caused by both climate change and global conflict, and the associated link to increased human exploitation and trafficking, are also considered.



Every regulated procurement process, and when deemed appropriate below this threshold, requires tenderers (and any sub-contractor or supply partner on which they rely) to complete the Single Procurement Document (Scotland) ([SPD](#)).

The SPD requires the tenderer to disclose details of its trading activity, and legal and environmental compliance. This includes disclosure of whether the tendering organisation or any individual with decision-making powers employed within the organisation has been convicted, within the previous five years, of any offence under Part 1 of the Human Trafficking and Exploitation (Scotland) Act 2015, or under any provision referred to in the Schedule to that Act. Tenderers that confirm any such conviction will be excluded from the tender process unless it can be successfully demonstrate that sufficient and appropriate remedial action to demonstrate their reliability has been taken (self-cleansing).

6. Staff Training and Awareness

SRUC's Procurement function commits to undertaking all relevant training and awareness sessions to meet its Continuous Professional Development (CPD) requirements. As part of this, staff regularly attend seminars covering a variety of relevant topics including, but not limited to, ethical procurement and supply chain risk.

As part of their CPD for 2024 the Procurement Team will be required to complete [HEPA's](#) 'A Guide to Modern Slavery', [CIPS](#) 'Ethical Procurement and Supply', and APUC's 'Serious and Organised Crime' e-learning modules.

To raise awareness across the organisation, SRUC utilises an online training course that explains the risks of modern slavery and what steps should be taken if a staff member suspects exploitation is taking place. All staff are required to complete this course on a regular basis.

**This Statement was approved by SRUC's Executive Leadership Team,
January 2024**

Prof. Wayne Powell, Principal and Chief Executive