

Slavery and Human Trafficking Statement



This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and constitutes the institutions' slavery and human trafficking statement for the financial year beginning 1 August 2024 and ending 31 July 2025.

It sets out the steps the University has taken in relation to slavery and human trafficking in our supply chains and within our own organisation. It also details our plans for the next financial year and beyond.

About SOAS

SOAS challenges perspectives, broaches debate and empowers students to question the global status quo to find solutions to the issues facing the world today.

Our programmes are taught by respected international academics with inter-disciplinary expertise who are engaged in fieldwork and research that influences governments, industries and communities across the world.

Here at SOAS we unite a diverse spectrum of backgrounds and talents to produce meaningful change.

- SOAS Employs approximately 1100 staff
- SOAS has approximately 6000 Students
- Our turnover in the 2024/2025 financial year was approximately £120m

Our policies and practices

SOAS has core values which demonstrate its commitment to the fair and equitable treatment of its staff, students and supply chain, these are:

Promoting equality & celebrating diversity

SOAS is a community that celebrates diversity with our diverse population as one of our greatest strengths. Equality of opportunity is at the core of all the SOAS activities.

Promoting cultural understanding

SOAS is committed to fostering broad cultural understanding in the UK and in the world at large. SOAS strives for the highest ethical standards in all its dealings and foster the values of openness, honesty, tolerance, fairness and responsibility in all areas.

Community

SOAS recognises that its greatest assets are its staff and students. We will strive to create an atmosphere of community, collegiality and cooperation for all staff and students.

Transparency & accountability

Decisions at SOAS are made based on the best available evidence and quality information is shared. We aspire to exemplary standards of governance in all that we do.

Our Supply chains

Procurement at SOAS is devolved to department level and spans a broad range of products and services. We work with a variety of organisations from individuals to large complex worldwide businesses in both the public and private sector. We recognise that our supply chains are global, and risk varies both in location and industry.

Our largest spend areas are in

- Estates (Property Maintenance and Facilities management)
- IT Infrastructure, goods and services
- Professional services

The formal procurement process includes due diligence checks on all suppliers including the requirement to provide details of their Modern Slavery Statement and commitments. Additionally, all suppliers providing goods and services over £50k are required to sign a copy of our “Sustain” - Supply Chain Code of Conduct.

Affiliation

SOAS continues to be an affiliate of Electronics Watch, an organisation that works to monitor and improve working conditions in factories producing Information and Communication Technology (ICT) goods bought by public sector members.

The use of framework agreements

SOAS is a member of the London Universities Purchasing Consortium LUPC and makes use of a range of their framework agreements for the purchase goods and services. These framework suppliers have been through a due diligence process and evaluation includes consideration of their responsible procurement practices.

All suppliers on LUPC framework agreements have signed the same, sector developed, “Sustain” - Supply Chain Code of Conduct that SOAS utilises.

Collaboration

SOAS is a member of the Higher Education Procurement Association (HEPA), responsible procurement group. This national group meets quarterly to address all aspects of responsible procurement, including modern slavery. Task and finish working groups are actively attended and contributed to by the Head of procurement where information is shared and gained.

SOAS is also a member of the EAUC, the leading body for sustainability in the post-16 education sector in the UK and Ireland. SOAS staff regularly make use of resources and events provided by the EAUC to ensure they remain aware of current information.

Our progress

In 2023 SOAS purchased an accessible e learning module for all staff. The training covers:

- What Modern Slavery is
- The legislative framework
- The different types of Modern Slavery
- Who can be affected by it
- What the signs of Modern Slavery might be
- What you can do about it?

Whilst currently the online e learning module is not mandatory, a further 48 members of staff voluntarily completed the training in 2024/2025.

We continue to utilise framework agreements, such as the National Desktop and Notebook Agreement via the LUPC for the provision of our IT equipment. These agreements include the provision of specialist terms and conditions from Electronics Watch.

SOAS has now implemented a new Sustainable Food Policy. This policy now requires us to formally ensure that, as much is practicable, goods imported (e.g. coffee, tea, cocoa) are certified by Fairtrade, Rainforest Alliance, or equivalent standards.

Led by the SHEQ Manager and the wider Estates team, a full review is underway with regards to our contractor induction process. New procedures and associated documentation are being drafted.

A dedicated page on Modern Slavery has been added to the procurement section of the Intranet Site. This includes more information about Modern Slavery generally, a link to our Modern Slavery Statement, information on the free training available and details of the UK Modern Slavery and exploitation helpline managed by Unseen.

Our statement is now hosted on the formal Government Modern Slavery Statement Registry

Our plans

During the financial year August 2025 – July 2026, the Deputy Director Procurement and Insurance and/or the appropriate departmental lead, will address the below elements to ensure the University has a more robust approach to its due diligence and risk management process regarding Modern Slavery and Human Trafficking in its supply chains.

We will:

- Develop a set of KPI's and targets to enable us to more formally demonstrate our progress against our work in this area.
- Remove inactive suppliers on the University Finance System to ensure communications on the topic can be more appropriately distributed to SOAS active and high risk suppliers.
- Through the sustainability committee, establish a small Modern Slavery group to ensure topic is regularly considered at the most senior level.
- Implement a Managed Service Provider (MSP) to centrally manage temporary and interim staff.
- Embed all appropriate pre employment checks to ensure compliance with all legislative requirements relating to the rights and welfare of candidates and employees.
- Update the Government Statement Registry with this current document to demonstrate our progress.

Date Statement approved: 29 September 2025

Approved by: Executive Board

A handwritten signature in black ink, appearing to read 'Adam Habib', written over a horizontal line.

Date signed: 1 October 2025

Signed by: Professor Adam Habib, Vice Chancellor, SOAS University of London

Version Control

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<p><i>Note: All policies must be read in conjunction with all other SOAS policy, procedure and guidance documents. Printed copies of policies may not be the most up to date, therefore please refer to the policy pages on the SOAS external website or intranet for the latest version.</i></p>			