

## Modern Slavery Statement for Trinity College, Cambridge

November 2020

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Trinity College, Cambridge to prevent modern slavery and human trafficking in its activities, and those of its suppliers.

Trinity College, Cambridge exists for the purposes of education, learning and research. It aims to give its members the opportunity to pursue these in a well-resourced and intellectually inspiring environment.

Modern slavery is a both a crime, and a violation of fundamental human rights. It encompasses slavery, forced and compulsory labour, servitude and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain.

Trinity College, Cambridge is fully committed to combatting slavery and human trafficking and to acting ethically and with integrity in all its activities. It expects the same high standards from all of its staff, suppliers, contractors, and those with whom it does business.

This policy applies to all permanent staff, temporary staff, consultants, and other people and organisations who work with Trinity College, Cambridge including all its wholly owned entities, contractors, and suppliers.

Given the academic nature of Trinity College, Cambridge's work, it considers the risk of it participating in modern slavery to be low. However, it is fully committed to taking seriously its responsibilities to combat modern slavery.

Trinity College, Cambridge acknowledges the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Trinity College, Cambridge recognises that all supply chain lines need to be risk assessed and monitored in relation to modern slavery and any high-risk suppliers identified. Trinity College, Cambridge is working to ensure that its workplace policies and procedures are effective in identifying and tackling modern slavery issues, and that all staff receive adequate training on the importance of these policies and procedures.

Trinity College, Cambridge encourages any individual to raise any concerns about modern slavery, and has a Whistleblowing Policy in place for their protection. Any reports received will be fully investigated and appropriate remedial action taken.

Any breaches of this policy may result in Trinity College, Cambridge taking disciplinary action against individual(s) as appropriate and/or terminating its relationship with any organisation or supplier.

Trinity College, Cambridge will continue to develop its commitment to combat modern slavery and human trafficking and will outline such activities within its periodic reporting.

This Modern Slavery Statement for Trinity College, Cambridge relates to the Financial Year ended 30<sup>th</sup> June 2020, as formally required.

Signed:



Master of Trinity College, Cambridge

DAVIES

Date:

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