



PPN 05/21

HUMAN RIGHTS IN PUBLIC PROCUREMENT



BSO PaLS has a targeted approach to implementation for this PPN.

Actions taken to identify and address Human Rights Risks:

BSO PaLS conducted a detailed research project in 2022 on Human Rights to assess the current status and most suitable future pathways. A project team then took forward implementation across 2023 and into 2024. The process is now fully implemented into all PaLS tenders.

The key features of our Human Rights approach are:

- All tenders now require tenderers to provide their Human Rights Policy and their MSA2015 Statement (if applicable) from early 2023
- A Supplier Code of Conduct has been implemented across all tenders from early 2023
- Pre-Market Engagement questions specific to Human Rights and Modern Slavery are now included in all Pre-Market Engagement Questionnaires, as of February 2024
- All tenders from February 2024 on now include a Human Rights Risk Assessment which is performed at pre-tender stage. The outcome of this Risk Assessment is recorded centrally in the PaLS SharePoint site to enable monitoring and reporting
- The outcome of this Risk Assessment then determines which additional criteria are included in the tender process, in addition to the mandatory PPN05/21 requirements.
- All staff received training, which covered the PPN requirements and the detail of the PaLS approach, and were provided with guidance documents
- Creation of a central repository of information in the central PaLS SharePoint site for all staff to access

Case Studies:

- **3811511 - Scrubs** The regional tender for reusable medical scrubs was the first identified in PaLS as High Risk using the Risk Assessment Tool. Completion of the Human Rights Risk Assessment for this tender showed it to be a High risk. Tenderers were therefore required to provide the following information as part of their bid:

- A copy of their Human Rights Policy
- Compliance with MSA2015 and provision of associated MSA2015 Statement (if applicable)
- A supply chain map
- A statement on their Human Rights practices
- Achieve and maintain Yellow Band on the MSAT throughout the Contract Period and recommendations from the MSAT team continually actioned by the contractor

The contract commenced on 1st August 2024 and is scheduled to run until 31st July 2029 if all extension options are utilised. The above measures are to be monitored routinely at contract management meetings and PaLS can request specific updates or evidence as required throughout the contract period.



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Case Studies:

- **5536813 - Surgical Gloves Framework** – The tender process for this is currently underway, with the Framework due to commence in December 2025. The Human Rights Risk Assessment was completed and this tender was found to be a Very High risk. Tenderers were therefore required to provide the following information as part of their bid:

- A copy of their Human Rights Policy
- Compliance with MSA2015 and provision of associated MSA2015 Statement (if applicable)
- A supply chain map
- A statement on their Human Rights practices
- Evidence of having achieved Yellow Band on the MSAT by the tender deadline, which also has to be maintained throughout the Contract Period and recommendations from the MSAT team continually actioned by the contractor/s

The above measures are to be monitored routinely at contract management meetings and PaLS can request specific updates or evidence as required throughout the contract period.

- **5557501 - Uniforms and Undress Uniforms for NIFRS**– This contract commenced in February 2025 and is in place for up to seven years. Completion of the Human Rights Risk Assessment for this tender showed it to be a High risk. Tenderers were therefore required to provide the following information as part of their bid:

- A copy of their Human Rights Policy
- Compliance with MSA2015 and provision of associated MSA2015 Statement (if applicable)
- A supply chain map
- A statement on their Human Rights practices
- Evidence of having achieved Yellow Band on the MSAT by the tender deadline , which also has to be maintained throughout the Contract Period and recommendations from the MSAT team continually actioned by the contractor/s.

The above measures are to be monitored routinely at contract management meetings and PaLS can request specific updates or evidence as required throughout the contract period.