



## 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 all suppliers to provide their Human Rights Policy and their MSA2015 Statement (if applicable)
- A Supplier Code of Conduct has been implemented across all tenders
- Pre-Market Engagement is now carried out on all tenders, and contains questions specific to Human Rights and Modern Slavery.
- 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 then determines which additional criteria are included in the tender process, in addition to the mandatory PPN05/21 requirements. All Risk Assessment outcomes are recorded centrally in the PaLS Sharepoint site to enable monitoring and reporting.
- A central repository of information has been created in the central PaLS Sharepoint site for all staff to access
- All staff received training, which covered the PPN requirements and the detail of the PaLS approach, and were provided with guidance documents. Refresher and additional training are presently under review.



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### 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 requirements continue throughout the contract period, and PaLS can request specific updates or evidence as required.
  
- **5536813 - Surgical Gloves Framework** – This Framework commenced 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:



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➤ **5536813 - Surgical Gloves Framework Continued**

- 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 requirements continue throughout the contract period, and PaLS can request specific updates or evidence as required.

➤ **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



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➤ **5557501 - Uniforms and Undress Uniforms for NIFRS Continued:**

- 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.
- 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 requirements continue throughout the contract period, and PaLS can request specific updates or evidence as required.

➤ **5180882- Wildland Coveralls**– This contract commenced in April 2025 and is in place for up to six 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 requirements continue throughout the contract period, and PaLS can request specific updates or evidence as required.

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- **5255636 - Community Based Early Intervention Services for Adults and Family Members / Carers / People affected by Substance Use** – This contract commenced in October 2025 for all 5 Trusts and is in place for up to 7 years. The Human Rights Risk Assessment showed it to be a High risk for service users. The contract therefore contains strong control measures around Safeguarding & Child Protection, Data Protection and Complaints Management, as well as compliance with the Human Rights Act 1998

Tenderers were required to have a Human Rights Policy in place, as well as confirm compliance with the Modern Slavery Act 2015 and the Supplier Code of Conduct. The above requirements continue throughout the contract period, and PaLS can request specific updates or evidence as required.