

## **Anti-slavery and human trafficking statement (2019/20)**<sup>1</sup>

*Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which include the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.*

Northumbria University is a Higher Education Corporation and Exempt Charity. We are a research-rich, business focused professional university with a global reputation for academic excellence. Our work to address the UN's Sustainable Development Goals is supported by our commitment to improving our practices to identify and mitigate modern slavery or human trafficking in any of our supply chains which include: goods and services (facilities management, professional services and technology), international recruitment, collaborative partners and students.

As part of our initiative to identify and mitigate risk:

- We are working towards achieving Level 2 of the Flexible Framework. As part of this effort, we have used the recognised Prioritisation Tool to identify social and environmental risks, including modern slavery, against all of our spend categories. This assessment tool considers spend in each category, as well as the scope and influence we have to address risks and opportunities. The result of the assessment is that the highest priority categories for continued focus are:
  - Hard Facilities Management
  - Soft Facilities (including waste management, clothing and catering)
  - Marketing (including merchandise)
  - Travel (including taxis)
  - ICT (in particular hardware and network)

The next step is to review the risk and opportunity management initiatives already in place for each of these categories, as well as identifying further measures we can implement. These will then form part of the category plans to ensure actions are completed.

- Consideration is given to suppliers' environmental and social credentials and we review these factors within the tender process (applying specific weighting to sustainability criteria in the selection process, where relevant) and through contract management, where appropriate.
- We are an active member of the NEUPC, one of six UK Higher Education purchasing consortia who deliver and manage a range of collaborative framework agreements utilised by the University. The NEUPC has considered how to address the risk of slavery and human trafficking in its supply chain. A copy of NEUPC's Modern Slavery Statement can be found on their [website](#). We use the NEUPC public sector frameworks (where the sustainability agenda is well embedded) for the procurement of some of our goods and services, including in 2019/20, laboratory and IT accessory equipment. We are also an active member of NE5 which is a consortium of five North East Universities who work together on purchasing opportunities in the Facility Management area. NE5 agreements cover sustainability and modern slavery requirements;
- Our tender processes require potential suppliers to confirm their adherence to anti-slavery and human trafficking principles, and where the type of goods or services is classed as a higher risk category, additional questions specific to these goods or services are asked. Our contracts contain appropriate clauses placing obligations on suppliers in relation to the prevention of modern slavery and human trafficking;

---

<sup>1</sup> This Statement covers not only Northumbria University but also the following wholly owned subsidiary companies: the University of Northumbria at Newcastle Developments Limited, Northumbria International Limited, Northumbria University Nursery Limited, Northumbria University Services Limited, and Northumbria University Amsterdam BV. In addition to the subsidiary companies, the University has a majority stake in a joint venture company, Northumbria London Campus Limited.

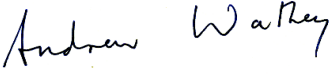
- We use and promote a range of Fairtrade products across our campus, including coffee, tea and snacks. Their Fairtrade certifications indicates that they are known to have been produced under conditions which ensure decent working conditions for farmers and producers;
- We continue to work with our end user device provider Hewlett Packard, who are widely recognised as industry leaders in efforts to reduce modern slavery. We also use an accredited IT reclamation and recycling company to ensure the responsible disposal and recycling of the majority of the University's surplus end user IT equipment.
- We updated our Ethical Investment Declaration in August 2020 outlining the commitments made within our Treasury Management and Ethical Invest Policy. This states that we hold no direct investments in arms companies, tobacco companies and companies complicit in the violation of international law (as well as fossil fuel and alcohol companies).
- Our students at all Northumbria campuses (including London and Amsterdam) have access to a range of specialist welfare services (available 24/7) if they wish to report a concern or request support in relation to suspected instances of modern slavery or human trafficking;
- We are advancing knowledge in relation to Modern Slavery through our education and research. This included hosting an [international conference](#) on 'Human Trafficking: Criminal Law and Evidence' in October 2019.
- Our Human Resources Policies set out our workers' rights at the University, and;
- We seek to protect staff through our Public Interest Disclosure ("whistleblowing") Policy should they wish to raise a concern, and through our new "Speaking Up" Code of Conduct.

### **Our plans for the future**

We will continue to develop and enhance systems, processes and controls in an effort to further mitigate the risk of the existence of modern slavery in our supply chain, which may include appropriate training for relevant staff as well as focusing on high risk categories to reduce risk. This will support our activity towards achieving Level 2 of the Flexible Framework. We will further develop a risk-based approach to the management of our supply chain in order to cover a larger supplier base, and to work with suppliers in high risk categories to ask that they demonstrate, rather than just confirm, compliance.

Northumbria will continue to enhance its due diligence framework for the consideration of potential partnering arrangements, including research partners. It is intended that potential partners will be required to confirm and demonstrate the steps which they are taking in relation to safeguarding and related modern slavery issues.

This statement has been approved by the University's Board of Governors and University Executive and will be reviewed on an annual basis.

Signed: 

Professor Andrew Wathey, Vice-Chancellor and Chief Executive