

Anti-slavery and human trafficking statement (2024/25)¹

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. Through our world-leading research and transformative education, Northumbria University enables people from all backgrounds to succeed and supports businesses and communities in the North East, London and beyond to thrive. 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 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 responsible procurement agenda is well embedded) for the procurement of some of our goods and services. 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;
- We have, via NEUPC, joined Electronics Watch whose mission is "to help public sector organisations work together, and collaborate with civil society monitors in production regions, to protect the rights of workers in their electronics supply chains";
- 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;
- 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 continue to work with our end user device provider Hewlett Packard, which is widely recognised as an industry leader in efforts to reduce modern slavery. We continue to assess our suppliers (and their supply chain) across our procurement categories;
- Our [Treasury Management and Ethical Investment Policy](#), was reviewed June 2025 to include an Ethical Banking 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);
- We reviewed the Anti-Slavery and Human Trafficking Policy and Procedure which was introduced in 2023/24.. 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;
- Our [Human Resources Policies \(staff login required\)](#) 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 the [Code of Conduct: Working Together at Northumbria University](#).

Our plans for the future

¹ This Statement covers not only Northumbria University but also the following wholly owned subsidiary companies: the University of Northumbria at Newcastle Developments Limited, Northumbria University Digital Services Ltd, 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 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.

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 was approved by the University's Board of Governors on 27 November 2025 is reviewed on an annual basis.



Signed:.....

Professor Andy Long, Vice-Chancellor and Chief Executive