



**Newcastle University Modern Slavery Statement
Year ending 31st July 2025**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery Statement for the financial year ending 31st July 2025. The statement was approved by Council on 8th December 2025.

1. Organisation

Newcastle University is a higher education institution. Our 50-acre Campus sits in the heart of Newcastle city centre, and with campuses in Malaysia and Singapore, the University has a global reach.

We employ circa 6,000 colleagues across a range of occupations including front line operational roles, technical support, central services and academic colleagues delivering teaching to circa 28,000 students. We offer undergraduate, postgraduate taught and research degrees in over 40 subject areas; we lead world leading research, spanning a wide range of activity with a strategy to address major global societal challenges; and we enjoy strong research links with many European and other international universities. Our students and colleagues come from across the world.

The University Executive Board is responsible for managing the risk of modern slavery in all parts of the University's business. The University is committed to sound corporate governance and supports the Nolan Committee's "seven principles of public life" for the conduct of its affairs. We are committed to improving our practices to combat modern slavery. We expect all our colleagues to act with honesty and integrity and our objective is to prevent modern slavery.

Charity status

Newcastle University is an exempt charity. Higher Education Institutions (HEIs) that are exempt charities are regulated by the Office for Students who perform this role on behalf of the Charity Commission to meet the requirements of the Charities Act 2011.

Governance

The statutes require the University to have a number of separate bodies, each with clearly defined functions and responsibilities, to oversee and manage its activities. Council is the supreme governing body; Senate is the academic authority of the University; Court is an advisory board and plays an important and influential role on behalf of the University's stakeholders; Convocation is a meeting of the alumni; and Academic Board is a meeting of academic and professional colleagues.

Leadership

The University is led and managed by the Vice-Chancellor and President, and the Executive Board, the senior management team.

Supply Chain

We manage our suppliers using a category management model so we can understand and manage risks within the higher risk categories. The University has over 5,500 active suppliers on its vendor list. The supply chain is less transparent in relation to tier 2 etc. suppliers where the University works with tier 1 suppliers to provide due diligence.

Our commitment is expressed in our Procurement Procedures, tender documentation, Supplier Code of Conduct and the Estate & Facilities and Procurement Services Contractor Induction and Financial Guidelines Booklet.

Newcastle University is classified as Working Towards Fairtrade as it completes the Fairtrade Foundation's updated accreditation requirements. The University strives to achieve the highest ethical standards in all areas of its activities. Therefore, the University is committed to buying, supporting, using and promoting fairly traded goods wherever possible in keeping with its Working Towards Fairtrade status.

We will ensure to the extent permitted by law that any of our contractors which supply an employee (other than an apprentice or intern) who provides a service to or on behalf of the University involving two or more hours of work in any given day in a week, for eight or more consecutive weeks in a year to be paid the Real Living Wage as a minimum.

2. Policies

Newcastle University is known for its core institutional values of equality, diversity, and Inclusion (EDI) and social and environmental justice. Through our EDI strategy and dedicated working groups, events, and projects we aim to create a positive, supportive culture for everyone to reach their potential.

The University was accredited as a Living Wage Employer in November 2019.

The University has a Policy and Procedure on Public Interest Disclosure (Whistleblowing) that applies to colleagues and students registered at Newcastle University. The University Registrar is responsible for the operation of the policy.

Our Supplier Code of Conduct is aligned with the ETI Base Code. Procurement Services tender documents reflect guidance in Procurement Policy Note 02/23: Tackling Modern Slavery in Government Supply Chains.

We will act ethically and with integrity in our business relationships, requiring our suppliers to have systems and controls to ensure Modern Slavery is not taking place anywhere in the supply chain.

3. Due diligence

Procurement Services support awareness amongst our colleagues of the risks in our supply chain and provides guidance to ensure our funders, students, employees, business partners, research collaborators, suppliers, and any other stakeholders have a clear and effective platform for airing concerns, asking questions and whistle blowing.

Our Procurement Procedure is designed to consistently consider Modern Slavery within the University's supply chain. The Procedure is used when Procurement Services let a framework agreement or a contract with a value >£70k. This ensures Modern Slavery risk is managed for contracts considered to have a high or medium risk of Modern Slavery.

Most of our procurement is with suppliers who are pre-approved either by a purchasing consortium or through public tenders managed by our Procurement Services and are considered to pose a lower risk.

The University did not identify or receive any reports of instances of Modern Slavery in its supply chain during the financial year ending 31st July 2025.

4. Risk

The University recognises that the risk of Modern Slavery varies between industries and sectors. Greater risks lie in sectors such as technology, workforce, construction, hospitality, manufacturing, and agriculture.

For our technology category, for example, we affiliate with Electronics Watch, whose mission is to help organisations work together to meet their responsibility to protect the labour rights and safety of workers in electronics supply chains.

The procurement team is working on the development of fit-for-purpose suites of contract which include appropriate clauses to cover Modern Slavery to supplement our existing Purchase Order terms and conditions. These suites of contract will address the University's key category spend areas.

We will continue to review our procurement processes and documentation to ensure they keep pace with developments in this area.

5. Future actions

- We will conduct ongoing reviews of our procurement processes/procedures
- We will continue to monitor and enhance our systems and controls to mitigate the risk of Modern Slavery in our supply chain
- We will actively promote the use of national and consortia frameworks where assurances are in place and checks completed for Modern Slavery
- We will continue to undertake supplier assessments as part of our tender process and enforce the Real Living Wage
- We will review suppliers' performance through supplier relationship and performance management measures
- We will populate a contract master to capture all active contracts to easily identify high risk arrangements

6. Training

Our Procurement Services team receive ongoing training on identifying and assessing risks of modern slavery within the supply chain.

The People Services – Organisational Development team provides a training course on the central Learning Management System which covers many of the indicators of Modern Slavery.

This statement will be reviewed annually.

Signed:



Professor Chris Day
Vice-Chancellor & President
Newcastle University