

University of Huddersfield

Modern Slavery and Human Trafficking Statement

Introduction

This statement is made, pursuant to section 54(1) of the Modern Slavery Act 2015, constitutes the University's slavery and human trafficking statement for the financial year ending 31 July 2025; and sets out the steps that the University of Huddersfield ("the University") has taken to combat modern slavery in our supply chains, or in any part of our business.

About the University

The University of Huddersfield's core business is teaching and research, it has a student population of about 20,000 in a wide range of subject areas comprising five academic schools supported by our professional services. It employs nearly 700 full-time academic staff, over 500 part-time academic staff and about 800 administrative, technical and support staff.

The University has an annual turnover of £172 million of which £52 million was spent on goods and services to support the running of the University. The University is supported by a centralised procurement and contracting function, with transactional purchasing devolved to individual departments.

The University of Huddersfield's wholly owned subsidiaries are subject in its procurement dealings to the same vetting processes in place for the University, as set out below.

Our Supply Chains

Employment of Staff

The University mitigates the risk of modern slavery occurring in its workforce by ensuring that directly employed staff are recruited by following robust HR recruitment policies. There is a public interest disclosure (whistleblowing) policy in place for members of staff to raise any concerns about potential wrongdoing at the University.

Temporary staff are recruited through established sources who can provide assurance, via the procurement procedures referred to below, that they comply fully with the requirements of legislation relating to the rights and welfare of their candidates and employees.

Procurement

The central procurement team, led by the Head of Procurement, is responsible for managing the University's supply chains, which is done by category management.

The supply chains are split into three categories, each with a Category Manager who reports to the Head of Procurement. These categories are:

1. Estates and Facilities
2. IT, Professional Services, Travel, and Research Activities
3. Collaborative and General procurement.

Our assessment currently is that the principal areas which carry material risks of modern slavery and human trafficking are office supplies, laboratory consumables, IT and some estates services, such as cleaning, catering and security services.

Our policies on slavery and human trafficking

The University is wholly against forced labour, modern slavery, human trafficking and child labour. As such we are committed to ensuring that there is no forced labour, modern slavery, human trafficking or child labour in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free, we have put in place a designated Supply Chain Code of Practice, which all suppliers of goods and services must adhere to in order to remain on the supplier list of the University. This document is available on request from the Procurement Team.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we have in place, along with consortia partners whose purchasing frameworks we use, systems to

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains by using third party vetting agents
- Protect whistle-blowers.

These measures are embedded into our policies and procedures, and we also ensure that measures have been taken in any public sector frameworks or public sector contracts that we are entitled to use to supply the University.

The University is a member of the North Eastern Universities Purchasing Consortium (NEUPC), a body dedicated to improving both the quality of procurement and the level of collaborative procurement across the Higher Education (HE) sector. The NEUPC, together with other HE consortia partners, have published a shared Sustainability Policy to which all members, including the University, are committed. This policy sets out the steps that must be taken in major contract procurement processes that are conducted for consortium members, to help to ensure that slavery and human trafficking are not occurring in the supply chain. The University also has representation on all of the NEUPC's Category Groups which have a duty to consider Responsible Procurement, promote and encourage the sharing of sustainable procurement information and consider subjects such as Modern Slavery.

The University has subscribed to a Sustainable Supply Chain Supplier Engagement Tool software package (Net Positive) to monitor suppliers of goods and services in respect of Social Value including specifically the Modern Slavery Act. The software package enables procurers to have up to date information on suppliers' credentials with respect to slavery and human trafficking and monitors suppliers' progress in this area.

Over the past three years using this software the University has reviewed 711 suppliers. Out of these, 37 were at risk from slavery within their supply chains. The University has therefore

followed up with these suppliers and consulted with them to mitigate the risk of contravening the Slavery Act. Suppliers with a turnover of over £36 million are required to publish their own Modern Slavery Statement. The Net Positives tool has highlighted that this applies to 67 suppliers to the University all of which have published a Modern Slavery Statement.

In the last 12 months the University has not suspended any supplier from carrying out business as they were all compliant with the Act.

Procurement will continue to use the Net Positive software to ensure, as far as is reasonably practical, that slavery does not exist within the University's supply chains. This in turn will assist the University in being compliant with the legislation as well as having a system to monitor slavery and human trafficking going forward across its supply chain.

Supplier adherence to our values

The University has a zero tolerance to slavery and human trafficking. Any supplier or potential supplier who does not adhere to our values or is found not to be compliant with the processes outlined above is suspended or removed from the University's supplier list and will not be considered for future supply to the University unless they are able to demonstrate full adherence with the requirements of the Modern Slavery Act and the University's own policies and procedures.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking we have provided training to University Procurement Staff.

What we are going to do in the Future

As part of this reporting exercise and in the coming years, the University expresses its commitment to work towards greater transparency towards the people working on the University's supply chains.

This statement has been approved by University Council and will be reviewed at least annually.



Signature of Vice-Chancellor

The University of Huddersfield
18 September 2025

POLICY SIGN-OFF AND OWNERSHIP DETAILS	
Document name:	Modern Slavery Statement
Version Number:	V2.4
Equality Impact Assessment:	
Approved by (date):	Senior Leadership Team
Effective from:	18 September 2025
Date for Review:	30 November 2026
Author:	Head of Procurement
Owner (if different from above):	
Document Location:	https://www.hud.ac.uk/media/policydocuments/Modern-Slavery-Statement.pdf
Compliance Checks:	Reviewed as part of contract management.
Related Policies/Procedures:	Financial Regulations

REVISION HISTORY			
Version	Date	Revision description/Summary of Changes	Author
V2.4	18 September 2025	Updated / minor revisions to widen the scope to include “forced labour” and “child labour”	Head of Procurement
V2.3	19 September 2024	Updated / minor revisions	Head of Procurement
V2.2	04 September 2023	Updated / minor revisions	Head of Procurement
V2.1	08 September 2022	Updated / minor revisions	Head of Procurement
V2.0	09 September 2019	Minor revisions	Head of Procurement
V1.0	13 September 2018	First redraft under the Policy Framework. Revised to include details of Slavery monitoring via our software Net Positive.	Head of Procurement