

PORT OF TYNE MODERN SLAVERY STATEMENT 2022

Modern slavery is an international crime and encompasses slavery, servitude, human trafficking and forced labour. The Modern Slavery Act 2015 requires the Port of Tyne to set out the steps it has taken and continues to take to reduce the risk of modern slavery in our business or supply chains.

The Port of Tyne takes a zero tolerance approach and is committed to preventing any form of modern slavery. We will never knowingly deal with any organisation connected to modern slavery.

We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against modern slavery taking place within the business or our supply chain.

Our Business

The Port of Tyne owns and operates a 600 acre site across both banks of the River Tyne in North and South Tyneside. We are the Statutory Harbour Authority for 17 miles of the River Tyne, committed to ensuring the safety of navigation for all river users. We operate in numerous bulk sectors, energy (including biomass and offshore), rail-freight, automotive logistics, cruise and ferry, port centric logistics, estate management and marine services.

Our supply chain covers a broad range of goods and services associated with our operations, including third party direct labour, fixed and mobile plant and equipment, a range of engineering services and construction contracts.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Modern Slavery statement: This statement sets out the organisation's stance on modern slavery and explains how employees can report any instances and where they can go for help.
2. Recruitment policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK and checks to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy: This policy applies to all persons working for the Port of Tyne on our behalf in any capacity and is in place so that they know that they can raise concerns to a third party independent company about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Procurement policy: This explains the principles we adhere to in selecting suppliers and how we expect suppliers to act. We will actively avoid the purchase of goods and services which are produced and delivered under conditions which involve the intimidation, abuse or exploitation of other people and seek to work with suitable vendors, in particular those who operate to similar work and ethical standards as Port of Tyne.
5. Anti-Bribery policy: This policy applies to all persons working for the Port of Tyne on our behalf in any capacity and sets out our responsibilities in observing and upholding our position on bribery and corruption and provides information and guidance on how to recognise and deal with bribery and corruption issues. We are committed to acting professionally and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption.
6. Employment Agency Agreement: The use of temporary and seasonal labour at the Port of Tyne is managed in accordance with this agreement, which requires that stringent checks are undertaken in advance of an agency worker commencing an assignment.

We regularly review these key policies and procedures that are most relevant to our ability to remove the risk of modern slavery and human trafficking in our business and our supply chain.

Our Suppliers

We have many long established and contractually binding relationships with suppliers and contractors and are familiar with their businesses. All new suppliers or contractors are required to go through a vendor qualification process regarding their financial performance and confirmation of acceptance to our standard purchasing terms for the purchase of goods or services, which have been updated to include compliance with all applicable anti-slavery and human trafficking laws. Our standard terms and conditions also ensure that compliance with the Port's Modern Slavery and Anti-Bribery policies becomes mandatory to external vendors providing goods and services.

Our Due Diligence Process

Our Modern Slavery statement forms part of our contract with all suppliers and they are required to ensure that no part of their business operations contradicts this policy.

We work closely with regulated industry bodies such as the Maritime and Coastguard Agency, the Marine Management Organisation, Border Force, regional and national police forces and task groups to monitor potential risks in our own and supply chain businesses, and to ensure our management and frontline staff maintain knowledge and understanding of the risk factors and indicators of Modern Slavery, and of the reporting mechanisms.

Our Risk Assessment and Management

As the nature of modern slavery continues to change, we continue to review the nature and extent of our exposure to the risk of modern slavery and human trafficking, and where any potential risks are identified, we will take action to mitigate this risk in order to prevent an occurrence in the future.

We encourage all persons working for the Port of Tyne on our behalf in any capacity, as well as our customers and supply chain to report any breaches of this statement or any concerns that may give rise to a risk of modern slavery and human trafficking. This should be reported directly to a line manager or using the Port of Tyne's Whistleblowing policy.

Our Training

We will continue to raise awareness and understanding of modern slavery and human trafficking within our business, and within the maritime stakeholder groups in which we operate – commercial shipping, commercial fishing, marine leisure, by briefing colleagues in relevant positions on how to recognise the risks within these areas and our supply chains. As part of the Human Resources induction, all new employees are advised of their responsibilities in relation to modern slavery and human trafficking. We continue to take all opportunities for employees to attend relevant external briefings, seminars and to develop relationships within the maritime security, and welfare sectors.

Our Effectiveness

We will keep under review, monitor and assess how effective we are to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains and we will take and implement all appropriate steps and measures to act on the findings and outcomes of any such reviews and assessment to maximise our effectiveness and continual improvement.

This statement is made pursuant to the section 54(1) of the Modern Slavery Act 2015 and constitutes the Port of Tyne's slavery and human trafficking statement for the financial year commencing 1 January 2022 and ending 31 December 2022. This statement has been approved by the Port of Tyne's Board of Directors.

Matthew Beeton
Chief Executive Officer

July 2023