Welcome to the first edition of sustainable.

The biannual newsletter will focus on hot topics in the field of Responsible Procurement and will highlight the sustainable initiatives of our suppliers and members in their current projects.

If you would like to be featured in the next sustainable newsletter, please contact your Account Manager or NEUPC Responsible Procurement Manager.
Welcome

Welcome to our first edition of Sustainable.

The NEUPC team have worked with members and our suppliers to bring you this first publication. Sustainable is a great opportunity to share information, initiatives and ideas which help to maximise the impact of procurement across economic, social and environmental considerations.

Inside you will find lots of examples of sustainable ideas in practice and NEUPCs approach to procuring responsibly.

We do hope that you find this and further editions useful.

Frank Rowell, Head of NEUPC

One of Rachel's first initiatives when she re-joined NEUPC was to introduce plants to the office environment, which include varieties that thrive in the workplace including succulents (which include aloe) and peace lilies. Some of the main benefits of having plants in the office is that the plants absorb a gas we don't need – carbon dioxide. Indoor plants can help reduce carbon dioxide levels by about 10% in air-conditioned offices, and by about 25% in buildings without air conditioning. Plants are also adept at removing chemicals such as benzene, trichloroethylene, and formaldehyde from the air, making it cleaner for humans to breathe.

Approximately 300 million tons of plastic is produced globally each year, with bottle caps amongst the top five biggest contributors to plastic pollution. The heavy-duty plastic that bottle tops are made from can take many years to break down, wreaking havoc on marine animals and wildlife in the meantime. NEUPC staff save their plastic bottle tops and take them to Lush who whisk them away to their Green Hub in Poole where they're broken down into pellets ready to be sent Storm Board - a company in Somerset that builds boards from the plastic pellets. Bottle Boards can then be made into waterproof furniture – from wall claddings to chairs and benches. They've been used to make a play area at a refugee camp in France.

We know that with increased email use there's not as many stamps around, but Hope Pastures, a local horse and donkey sanctuary, can still get cash for them. So we save our stamps from our mail and send them to Hope Pastures to help them rescue, rehabilitate and re-home horses, ponies and donkeys.

You may also have noticed that since our move, we have stopped the use of plastic cups, paper plates and water bottles for our meetings and buffets which has significantly reduced our waste and impact on landfill. We also support St Georges Crypt in their work with the homeless in Leeds through buying most of our buffets through their Catering arm, Nuture.
Developing Sustainable Drainage at Newcastle University

The Newcastle Helix was developed as a global centre for urban development with the site itself being a living laboratory with urban development and infrastructure projects and experiments run at scale and in real time.

The Frederick Douglass Centre, Newcastle University’s new lecture theatre and teaching centre on the Helix development site, was designed by Sheppard Robson, Gillespies and Arup with extensive sustainable drainage (SuDS) features. Dr Ross Stirling, Lecturer in Geotechnical Infrastructure, Newcastle University, explains:

“Sustainable drainage systems can make our cities more resilient against flooding by taking pressure off ‘grey’ infrastructure such as drains and sewers.”

The project includes Knowledge Square, a public open space at the heart of the Helix site.

Knowledge Square is key to the management of surface water within the Helix development and beyond, as the drainage system is also designed to manage exceedence flows from the wider catchment upstream of the Helix site. Arup, the drainage designers, worked closely with Newcastle University, who used their CityCAT model to establish incoming flows at the development site boundary.

Arup and Landscape Architects Gillespies designed the drainage and landscaping to work together to effectively manage surface water. Within Knowledge Square, swales and permeable surfaces intercept and convey storm water to shallow basins. The basins discharge to a large (2500m3) storage tank located beneath the square, where flows are heavily restricted to reduce the risk of flooding downstream.

Areas surrounding the Frederick Douglass Centre drain to rain gardens, where storm water is treated and attenuated. A green roof has been provided to the main auditorium.

Topography slopes steeply towards the western elevation of the FrederickDouglass Centre. To protect this vulnerable elevation from overland flows, rain gardens within terracing wrap around the building intercepting, storing, and diverting storm water. As Dr Ross Stirling explains,

“Urban green spaces can provide a solution to flooding as well as delivering other benefits such as improving biodiversity and regulating the temperature in cities.”

Sir Robert McAlpine commenced works on site in September 2017, with the Frederick Douglass Centre opened at the start of the 2019-2020 academic year.
Remanufactured Multifunctional Devices (MFD)

Canon UK have been delivering solutions to Higher Education since 1976 and around half of all universities in the UK have already chosen Canon to help them make cost savings that can then be re-invested to expand the services and experiences offered to students. From wide format to MPS and on-site managed services, cameras and projectors, Canon supports universities with in-department technology, central reprographic departments, IT and procurement. This is underpinned by our corporate philosophy, kyosei, which translates as living and working for the common good – Canon makes sincere efforts to reduce the impact on the environment and contribute to the development of a circular economy. These initiatives include the recycling and remanufacturing of products.

Despite a large push towards stronger environmental procurement policies, there is still some reluctance in the public sector from buying remanufactured products themselves. This may be through lack of knowledge or that the purchasing criteria prevent them so it is up to Canon, as a (re)manufacturer to help institutions meet their circularity targets.

**Canon’s EMEA EQ80 Programme**

- Reduction in over 80% of raw materials
- Each EQ80 device reduces CO2 by 952kg (if you include manufacturing and transport of a new device)
- Emission per product have decreased by 36% over the entire lifecycle
- 40,000 remanufactured devices have been sold in EMEA since Canon started the programme

**Benefits to the Higher Education Sector**

- More cost effective than a manufactured device
- Promote the circular economy by maximising the use of natural resources
- Prevent waste
- Maintain a smaller carbon footprint
- Lower dependency on new raw materials
- Reduce the number of waste plastics

The EQ range is only a small part of our support for the circular economy. Canon continue to design products for disassembly, reuse and recycling.

Canon UK are on the NEUPC Framework ‘PRINTERS AND MANAGED PRINT SERVICES (NEPA)’
https://www.neupc.ac.uk/agreements/item/printers-and-managed-print-services-nepo-including-mfds

For further information on the Canon remanufactured range or any of our sustainability initiatives please contact:

**Stephen Moody**
Canon UK
STEPHEN_MOODY@CUK.CANON.CO.UK
**THE REMANUFACTURING PROCESS**

EQ80 devices are produced by a comprehensive remanufacturing process, which is subject to exacting quality controls from start to finish.

1. Our best selling models are collected from throughout Europe and sent to Canon’s dedicated remanufacturing facility at Giessen in Germany, where they are checked to ensure suitability for the remanufacturing programme.

2. Once there they are stripped down to the bare frame and every part is thoroughly cleaned, checked for quality and if necessary repaired or replaced.

3. The machine is then reassembled on a factory standard production line, using existing as well as new parts. Hard drives are erased and reformatted and the machine is upgraded with the latest firmware. The counters are set to zero, the machine is assigned a new serial number and given a brand new factory warranty.

4. Finally each EQ80 model is given a stringent quality control inspection before it leaves the factory — and guaranteed in pristine condition.

**OUR REMANUFACTURING PROCESS DELIVERS:**

**UP TO 80%**

Reduction in the use of raw materials - and the CO₂ emissions arising from the sourcing, manufacturing and transport of these raw materials.
In 2018 Leeds Beckett Procurement Team joined the University’s Green Impact Scheme, run by the NUS. The environmental accreditation scheme promotes sustainability in universities. Simple, rewarding and fun, the scheme brings staff together to play an active role in making the workplace more sustainable. Teams are formed and implement changes to achieve awards up to Gold level.

At Leeds Beckett there are 17 teams, 61 staff and students completing over 190 actions. In their first year the Procurement Team achieved Gold level and a staff award of ‘Environmental Hero’. Procurement actions included recycling, reducing energy consumption, increasing their use of public transport, cycling between campuses, promoting environmental awareness, participating in charity initiatives and even going vegan for the day!

Spurred on by their initial success, in 2019 the team was keen to engage in a Green Impact Project that had both environmental and social benefits. The team liked the idea of growing their own produce, with the help of an expert. They used the NETpositive sustainability tool to identify local supplier Urban Planters (the designated expert!) who was delighted to come on board and sponsor the project. “We are always raising awareness of the importance of plants. When Sarah and her team approached us, we were happy to jump on board, guide so many people to success and we even made our own organic plant food along the way. It has been a pleasure to assist and we look forward to future projects.” - Joseph Potts, Urban Planters Director.

Staff from across the Finance Department were encouraged to take part resulting in 27 individuals growing their own! Urban Planters advised the team to start with basil - in season and easy to grow. An online portal was created to share experiences and 3 months on everyone had grown healthy plants, used the produce in home cooking and even made their own pesto!

We received great feedback and there was overwhelming support for future projects. The basil pots and plants are now being recycled into other Green Impact Projects and staff can’t wait to get stuck in again for 2020!

‘An easy activity to be involved
‘Successful’
‘A common goal across the teams’
‘Enjoyable’

Congratulations to Leeds Beckett University. Recognised by NUS Green Impact for their sustainable efforts with the Basil Project, receiving a Platinum Award for Procurement and Innovation.
As the importance of sustainability grows and the pressure on procurement professionals increases it is sometimes sensible to go back to basics.

For several years we have been finding ways to integrate numerous sustainability considerations into the procurement process ranging from energy efficient products, reduced packaging and fewer deliveries to name but a few. Over the years social considerations have also been evident and considered; issues such as fair trade, child labour and modern slavery. However, if we were to list the whole range of social and environmental considerations for procurement (alongside delivering value for money) in this article we would run out of space. The sheer volume of issues to factor into our thinking and the urgency required by stakeholders is daunting.

It is within this context that reflection on the following is suggested:

**YOU CANNOT DO EVERYTHING AND THAT IS OK!**

This seems obvious, however, when you are faced with so many issues, which are all important, we end up lurching from one to the next considering how we can include them individually within the procurement process. This is not sustainable or helpful for the procurement team, stakeholders or suppliers.

**STAFF ARE CRITICAL TO SUCCESS!**

We cannot stop investing in staff development and training. But the question is what type of support do they need? Whilst we should not be trying to burden staff with an expectation for all to become sustainability professionals, the recognised skills (rather than knowledge) of such a sustainability professional may be what is required. That is, the ability to think long-term, the ability to understand a systems approach (dealing with complexity) and the ability to consider and seek to avoid unintended consequences from the decisions we make.

**FOCUS ON IMPACT!**

Being busy is not the same as being effective. There are so many meetings, groups and chatter around sustainability and social value that the noise is almost deafening. It is time to be stricter, choosier, more challenging and to question how and why we are doing things. To ask ourselves ‘for what purpose’? Yes, engage in the subject matter of sustainability and social value, but let’s move it on to where we can have most impact.
So back to the question posed earlier,

’Sustainability in procurement or procurement which delivers sustainability?’

And just so I am clear I believe the question would be the same if I replaced sustainability with social value. I believe the integration of sustainability considerations, such as environmental and social issues, into the procurement process is crucial if we are to respond to the challenges which face us all. However, as we ask suppliers to respond to these issues, we must ensure we do so in a sustainable way.

Therefore, procurement which delivers sustainability is about making the procurement process simpler to enable all businesses to engage, supporting smaller businesses by ensuring that what we ask is appropriate and relevant, managing our expectations of suppliers on sustainability; if as an organisation we are struggling to respond to a climate emergency then why wouldn’t our suppliers be, and lastly, committing to contract management so that we truly aim to develop rather than just engage suppliers. Procurement has a major role in responding to sustainability but to do so we must focus on procurement which delivers sustainability and not just on embedding sustainability into procurement.

Jimmy Brannigan is the co-founding director of NETpositive Futures Ltd which has developed the NETpositives supplier engagement tool to enable University suppliers to develop a sustainability action plan in line with their environmental, sustainability and organisational priorities and is used by many NEUPC member universities.

For further information, please contact NETpositive Futures on 1723 850535 or email admin@netpositivefutures.ac.uk

Right Green Recycle Ltd are an environmentally conscious, community minded furniture recycle company that work with both public and private sector. As one of the suppliers on the Furniture Reuse and Recycling Framework FFE2006NE, they also work closely with the HE sector.

Their main aim is to REUSE your unwanted furniture and unloved office equipment. They use a dedicated team that work tirelessly to ensure this happens and nothing goes to landfill. To date they have worked with over 180 members including Schools, Colleges and Charities all benefiting from free furniture that has previously been no longer wanted.

One of their key projects that you may not be aware of is the Aid 4 Africa Projects. Since 2017 this campaign has grown from strength to strength and the company is pleased to report that to date over 23,000 furniture items have been sent to help in disadvantaged towns and cities across Africa.

An example of one such project was when furniture had been donated by The London Metropolitan University (Moorgate) which was then used on an Aid 4 Africa project.

The staff at the London Metropolitan University, in particular Kayan and Dave were very keen not to see their redundant items go to landfill and very supportive to ensure they went to a good cause. Over 3000 items on this project were very well received and helped to facilitate the opening of a new school in Conakry, Guinea, in turn helping local children back in to education. This of course was very well received by the school and was such a positive piece of news fed back to the institution who donated originally.

Everyone wins!
Members can be assured that when they use this service to deal with their surplus and redundant furniture it will make such a difference to so many lives.

**Member benefits include:**

- **FINANCIAL SAVING**
  
  No landfil taxes

- **SAVINGS FOR THE ENVIRONMENT**
  
  By reusing and reworking unwanted furniture saving CO2 Emissions preventing thousands of cubic metres of methane and CO2 gases being released into the atmosphere

- **POSITIVE PUBLICITY**
  
  We track your furniture’s journey & provide pictures, reports and on many occasions a thank you from the good cause it has gone to help.

- **SUSTAINABILITY CREDENTIALS**
  
  Outlining what you have saved financially, to the environment and your social commitment to this cause can help deliver your business policy.

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**Social Value**

Over the past couple of years, with the assistance of NEUPC, the Procurement and Estates teams from the five north-east Universities of Durham, Newcastle, Northumbria, Sunderland and Teesside have been working closely together to explore opportunities that will benefit, not just their own institutions but the north east region as a whole.

As well as producing a suite of Estate’s related framework agreements that have a strong focus on north east supply chains, the group is also working on a wide range of initiatives that will benefit, not only their own institutions, but also industry and the north east community as a whole.

This initiative began with the creation of the Major Works Framework for North Eastern Universities, in August 2017 – a £750m, 8-year agreement, to deliver the capital programmes of the five north east Universities. The five Universities and the Contractors appointed to the Major Works agreement (BAM, Bowmer & Kirkland, Clugston Construction, Galliford Try, Robertson Construction and Sir Robert McAlpine) came together to discuss possible opportunities and from those discussions, the group agreed to focus on four main areas.

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To enquire about any of our services or for information on Aid for Africa projects please contact:

**Bob Dooley**

07402 886339

bob@rightgreenrecycleltd.co.uk
Since then, the suite of NE5 agreements has grown (Minor Works, Electrical and Mechanical), with the consultants and contractors from those Frameworks, invited to get involved and to contribute to the initiative. The passion shown from all parties involved and the time and resource that has been volunteered in this exercise has been great to see, with everyone having a real desire to help the north east develop.

Some of the initiatives have focused on wider social value by encouraging careers in construction and supporting the Civil Engineering syllabus within the NE5 group including:

- ‘Exploring careers in the built environment’ schools event for 140 local children
- ‘Women in construction’ video to encourage female participation in the industry
- Hosted site visits for 1st year Newcastle University Civil Engineering Students at Claremount Complex
- Hosted site visits for 3rd year Durham University Civil Engineering students at the Maths and Computer Science site

For further details of the NE5 Framework, please see contact Michael McGill at m.mcgill@neupc.ac.uk.

"Coming together to realise additional benefits."
Michael Lally from Elite Office Furniture describes Elite’s response to sustainability issues in designing and constructing their new state of the art manufacturing facility in Goole.

Our Vision

When we considered expanding our operation it was important that we recognise our heritage and commitment to the local community, ecology and the wider environment.

We care and understand our responsibility to each of these and believe it is our responsibility to consider all aspects of this impact throughout our business; from raw material selection to a product’s life cycle, through to sustainable production methods, as well as the reduction of waste and pollution in all manufacturing processes.

When the decision was made to invest £15m in a new manufacturing facility, there were two main drivers, firstly was the potential impact on our staff and the second was the impact on the local environment. We were certain that the factory must stay in Goole. We are a large employer to the area and relocating away would have had a significant impact to our workforce - one of the most deprived in the UK. We are hugely proud of our roots within the region and were delighted to have secured a site less than two miles from our existing facility.

Clear instructions were provided to the architectural team that they should incorporate energy saving materials and sustainable technology throughout the design. Our owner, John Hull, worked closely with the architects on the design and flow of the new facility and this hands-on approach has resulted in us now having one of the most energy efficient, sustainable and environmentally friendly manufacturing facilities in Europe.

BUILDING SPECIFICATIONS

| Building Length | 266m |
| Building Width  | 85.3m |
| Area            | 22,692 m² (244,254 ft²) |
| Site Area       | 14.5 Acres |
The Roof is made of 100mm composite roof panels and 80mm composite wall panels, chosen for their superior flame retardancy and insulation properties. 10% of the roof is triple glazed to allow for maximum daylight and incorporates SN 70/35 Solar Controlled Units, allowing 70% of light and only 35% of solar heat through, which will minimise the boiler-generated power requirement.

Brickwork is 300mm standard cavity wall construction with 100mm Rockwool insulation giving a fabric u-value in line with the SBEM calculation.

PIR and Light Sensitive LED lighting has been installed throughout which has reduced our power consumption by 40%.

The HVAC (Heating, Ventilation and Air Conditioning) is designed to provide a continuous, controlled temperature and fresh air flow, with minimal power consumption.

To preserve the surrounding ecosystem, rainwater falling on to the site is drained into two purpose made swales. These then allow the water to be pumped back into the local waterways at the same rate as if it was falling on fields, meaning no impact on the local habit.

We have commissioned a 1MW biomass boiler under the RHI (Renewable Heat Incentive) and large silo to store all offcuts, supplying feed to the boiler. This will convert offcuts into heat for the factory with zero waste going to landfill.

We are proud to announce that in December 2019, we moved into our new home which is now fully completed and operational, boasting state of the art facilities alongside careful and considerate manufacturing.
Bunzl Cleaning and Hygiene Supplies (BCHS) is the UK’s largest distributor of cleaning and hygiene equipment and consumables. Part of Bunzl PLC, a global £5.4billion FTSE 100 company, we specialise in the supply of all of the products required by professional cleaners. With our market expertise and knowledge, we can offer a package tailor-made to suit our customers’ requirements, including product sourcing and selection, advice on risk assessment, range rationalisation and logistics.

BCHS have a national network of 18 local branches plus a dedicated machinery division (Bunzl Cleaning Machine Solutions), employing a total of over 450 trained and dedicated staff. Our branches are strategically located to offer a full and efficient local service to our customers, wherever they are within the UK. Each of our branches has its own fleet of modern delivery vehicles, together with a dedicated customer service and field sales team, to ensure that we have the local resource available to efficiently support all of our customers, regardless of size or location.

BCHS have vast experience of working with customers in all sectors, including education, facilities management and local authorities. We are part of the North East Universities Purchasing Consortium (NEUPC), and the Universities we currently supply include:

One of our key customers via NEUPC is Newcastle University, who spend approximately £190,000 with BCHS Tyne and Wear Branch every year on cleaning and janitorial products. Newcastle University has over 25,000 students over a 50-acre campus, and employs nearly 300 cleaners. The University were looking for a more sustainable cleaning chemical which would also work effectively when being used across all of the University buildings. They became aware of a product made by local company 2Pure Products in Prudhoe Northumberland called Odorbac Tec4.

OdorBac Tec4 has been designed to be the safest, yet most powerful all-in-one odour eliminator and truly multi-purpose commercial cleaning product in the world. With unparalleled performance delivered instantly as a result of 2Pure’s patented technology, OdorBac Tec4 often replaces over 90% of customers’ existing cleaning products reducing risk, training, and cost while increasing efficiency, speed and results.

Newcastle University found that switching to Odorbac provided them with the following benefits:

Reduction of Products

The main advantage to the University was the transition from using several cleaning products across the campus to just one – Odorbac Tec4. As Odorbac can be used on a variety of different surfaces including carpets, hard floors, stainless steel and glass, it has meant that the University now do not have to use several different products for different applications throughout the campus. This has resulted in a dramatic reduction in COSHH assessments for the University, as they have reduced the amount of products used on campus from six to just one.

Reduced Carbon Footprint

As 2Pure products are based in Prudhoe, Northumberland which is just 10 miles from the main campus of Newcastle University and 18 miles from BCHS Tyne and Wear Branch in Gateshead, there has been a dramatic drop in the carbon footprint on cleaning products being delivered into the University. In addition to this, using a local company has meant that both BCHS and the University are spending money within the local community, meaning that this is helping to invest in the local economy and in turn helping to increase employment opportunities in the process.
2Pure products selects and formulates ingredients not only to ensure safety but to optimise the sustainability of the finished product when properly and diligently used. Therefore, 2Pure only selects ingredients so that products are safe for people and the environment. OdorBac Tec4 has been reviewed by independent bodies and is classified as non-irritant, not hazardous and is 100% biodegradable, all of which help Newcastle University to achieve their environmental goals.

The University have commented that OdorBac has improved the cleanliness of the Campus. They previously had several areas within the University which had a problem with odour, especially in some high-volume areas such as the toilets within the University library. The University found that using OdorBac not only masked the odour, but completely eradicated it. This is because OdorBac technology is a categorical advancement on conventional odour ‘eliminators’. OdorBac Tec4 traps odours within a water droplet, and then specially formulated odour destructive reagents within the formula attack an odour compound on a molecular level, instantly changing the structure so it is no longer an odour. OdorBac destroys odours on contact and at the same time, kills odour causing bacteria, preventing odours from returning, and leaving treated areas hygienically fresh. As a result of this, Newcastle University have commented that using the product has left the campus “fresher, cleaner and brighter.”

Bunzl Cleaning and Hygiene Supplies are delighted that one of our key local customers has found a cleaning product which offers exceptional performance, excellent environmental and sustainability benefits and is cost-effective. Heather Willis, the Facilities Team Leader at Newcastle University responsible for the 270 cleaning operatives working on the estate, said:

“OdorBac has enabled us to cut our cleaning chemicals down and meet our environmental and safety targets. We use it to clean just about everything from showers to carpets and the results are exceptional.”
NEUPC’S Approach to Responsible Procurement

Whilst sustainability had always been a consideration in developing Frameworks at NEUPC, in 2019 we recognised that we needed to review our approach to ensure it was fully embedded into the procurement process with a consistent approach across our procurement team. We also wanted to ensure that it covered the key sustainability pillars of social, economic and environment and current sustainability thinking whilst driving the right behaviours and continuous improvement throughout the life of the framework.

In April 2019, we published our Responsible Procurement Policy and Action plan based on the following objectives:

1. Minimise sustainability risks and drive performance through NEUPC supply chains.
2. Embed responsible procurement at all stages of the procurement lifecycle.
3. Ensure our members receive best value by supporting and guiding responsible procurement activities.
4. Establish NEUPC as a sector leader in responsible procurement practice.

We plan to meet the objectives through:

**PROCUREMENT PROCESS DESIGN**
- Ensuring that a minimum of 10-20% of all Award Criteria used to evaluate tenders is dedicated to sustainability.
- Developing resources that embed sustainability across the procurement lifecycle, from specification design to contract management.
- Establishing a comprehensive understanding of sustainability risks in each category’s supply chain.

**DELIVERING MEMBER SERVICES**
- Embedding responsible procurement in category management groups.
- Enhanced training opportunities and resources to support member knowledge. procurement Category Management groups; training; etc.
- Business marketing and wider stakeholder engagement.

**ORGANISATIONAL MANAGEMENT**
- Featuring sustainability considerations in all operations, services and activities.
- Increased staff training and continuous professional development.
- Measuring NEUPC’s performance against UK sustainability standards.

**SUPPLIER AND CONTRACT MANAGEMENT**
- Supply chain mapping and monitoring using tools such as Net Positives.
- Supplier relationship and performance management to drive innovation.
- Improving pre-market engagement with cross-sector stakeholders and suppliers.
All of the NEUPC procurement team undertake the annual CIPS ethical e-learning and test to ensure currency of knowledge. This counts towards the granting of Chartered status for individuals when combined with 30 hours CPD and the CIPS Corporate Ethical Mark for the employer and listed on the CIPS ethical register. We are pleased to announce this was granted in February 2020 – the only HE consortium on the CIPS ethical Register.

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**Additional Sustainability Clauses in Tenders**

**Minimum 10% Weighting in Framework Tenders**

**Mandatory and Optional Sustainability KPI’s**

**Supplier Self-Assessment Questionnaire**

**Sustainability Targets for Category Managers**

**Sustainability Question Bank by Category**

**Supplier Webinar**

**Sustainability Standard Agenda Item at Every Category Meeting**

...and the NEUPC sustainability newsletter that you are reading now. The new NEUPC website launched in February should also make it much easier to find resources on sustainability, although you will have to log in to access them. You can find additional resources and e-learning on sustainability and modern slavery on the HEPA website.

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**CIPS Corporate Ethical Mark Achievement**

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