



ETHICAL CAREERS AND RECRUITMENT POLICY

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1. Summary of Amendments to Section 3

Section 3 has been revised following Executive Board feedback to ensure the policy remains both ethically robust and operationally practical. The updated approach removes blanket sector exclusions and instead distinguishes between active promotion and general access. This enables engagement with lawful sectors, including defence, while prioritising sustainability-aligned employers. Terminology has been simplified and aligned to objective legal standards, including replacing subjective references to 'controversial weapons' with 'weapons prohibited under international law'. The revisions maintain alignment with People & Planet criteria while improving clarity, flexibility, and defensibility.

2. Purpose and Scope of Policy

The University provides high-quality, impartial careers advice that empowers students to make informed career choices. This policy ensures that employer engagement and promotional activities reflect institutional values while respecting individual student autonomy.

3. Curation of Active Promotional Activities

The University prioritises the use of its resources (staff time, physical space, and digital platforms) to support employers and sectors that contribute to a sustainable, just, and inclusive society.

3.1 Ethical Approach to Employer Engagement

The University does not seek to restrict students' access to lawful employment opportunities. However, in allocating institutional support, we distinguish between:

- Active promotion, including targeted employer marketing, featured events, and priority campus activity
- General access, including job listings, careers fairs, and impartial guidance

The University will focus active promotion on organisations whose core activities align with environmental sustainability, social responsibility, and fair work principles.

3.2 Restricted Areas

The University will not normally provide active promotion for organisations whose core business is significantly associated with:

- Fossil fuel and emission-intensive mining extraction.
- Tobacco production
- The manufacture or supply of weapons prohibited under international law

Reference may be made to recognised external benchmarks and listings (e.g. Carbon Underground 200, SIPRI Top 100) to inform this approach.

3.3 Student Choice and Transparency

- Students remain free to pursue any lawful career path
- Careers guidance will remain impartial and non-directive

The University will be transparent about its approach to employer engagement and the principles that inform decisions on active promotion.

4. Workers' Rights and Social Equity

The University supports fair work and pay. Roles promoted will meet minimum standards including alignment with the Real Living Wage where applicable.

5. Transparency and Governance

This policy is subject to periodic review. Stakeholders may provide feedback to the University through established channels.