

Acas modern slavery and human trafficking statement

This statement sets out the steps Acas has taken, and continues to take, to understand, prevent and mitigate the risk of modern slavery and human trafficking in our operations and supply chains.

This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015 (Transparency in Supply Chains) and covers the financial year ending 31 March 2027.

We assess our overall risk as low due to the nature of our services and our reliance on UK government frameworks. However, we recognise that modern slavery (including slavery, servitude, forced or compulsory labour, and human trafficking) can occur in any sector. We are committed to continuous improvement and to acting promptly where concerns are identified.

Governance and accountability

Overall accountability for tackling modern slavery sits with senior leadership. People and Corporate Services lead on relevant people policies and staff safeguarding. Procurement activity is supported through our shared services provider (UK SBS) and UK government frameworks, with contract managers responsible for applying proportionate due diligence and escalating concerns.

This statement is approved by the Director of People and reviewed at least annually. We keep our controls under review to ensure they remain proportionate to our risk profile and aligned with relevant government guidance and good practice.

About Acas

Acas (Advisory, Conciliation and Arbitration Service) provides free and impartial information and advice to employers and employees on all aspects of workplace relations and employment law.

We support good relationships between employers and employees, which underpin business success.

When things go wrong, we help by providing conciliation to resolve workplace problems.

[Find out more about Acas](#)

Our commitment to the principles of the Modern Slavery Act 2015

Acas is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited. We procure goods and services from a restricted range of UK and overseas suppliers, primarily through UK government frameworks.

Our procurement typically includes professional services, IT and digital services, and office-related goods. Where we procure labour-intensive services or goods sourced through longer supply chains, we recognise that the inherent risk may be higher and apply more scrutiny where proportionate.

UK SBS (our shared services provider) publishes its own modern slavery statement and operates controls intended to help prevent modern slavery in relevant supply chains supporting its clients.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the Acas intranet:

- Code of conduct
- Ethics policy
- Speak Up policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy
- Procurement Policy

These policies set out the standards required of our staff.

Due diligence in our operations and supply chains

Our due diligence is proportionate to our size, activities and risk profile and includes:

- using UK government frameworks and UK SBS processes that include modern slavery considerations in supplier selection
- including appropriate modern slavery and ethical employment clauses in contracts, terms and conditions
- maintaining recruitment controls to help ensure workers are legally entitled to work in the UK and are treated fairly
- providing routes for staff to raise concerns, including through our Speak Up arrangements
- challenging abnormally low-cost tenders where appropriate to help ensure pricing does not rely on unethical labour practices

Risk assessment and management

We assess modern slavery risk when we procure goods and services, manage contracts and recruit staff. Our approach prioritises higher-risk areas (for example, labour-intensive services) and considers factors such as the nature of the service, use of subcontractors, and where goods or services may be sourced from outside the UK. This includes:

- requiring suppliers to comply with applicable laws and our contractual expectations on ethical employment
- seeking assurance (where proportionate) on how suppliers prevent modern slavery in their own operations and supply chains
- using contract management to identify issues early (for example, through performance reviews and escalation routes)
- acting on concerns, including working with UK SBS and suppliers to investigate, requiring corrective action where needed, and considering termination for serious breaches

Embedding the principles

We will continue to embed the principles of the Modern Slavery Act 2015 through our policies, procurement and contract management, and learning and development. This includes:

- providing modern slavery awareness training and guidance for staff, with enhanced training for staff involved in procurement, contract management, and recruitment
- ensuring staff involved in procurement are aware of and follow relevant government guidance on tackling modern slavery in supply chains
- reviewing relevant people and procurement policies so they continue to reflect modern slavery risks and prevention measures
- making sure our procurement strategies and contract terms include appropriate provisions on modern slavery and human trafficking
- maintaining a zero-tolerance approach and encouraging staff and suppliers to report concerns, with clear escalation routes
- working with UK SBS and suppliers, where appropriate, to promote good practice and improve visibility of modern slavery risks in relevant supply chains

Measuring effectiveness

We will keep our approach under review and, where proportionate, use indicators to understand effectiveness, such as completion of relevant training; evidence of modern slavery considerations in procurement activity; and the number and nature of concerns raised and addressed through our reporting routes.

If a member of staff suspects modern slavery or human trafficking connected with our operations or supply chains, they are encouraged to report it promptly through line management or our Speak Up routes. We will take concerns seriously, investigate appropriately, and work with relevant partners or authorities where required.

This statement has been approved by Sian Kimber, Acas Director of People, for the financial year ending 31 March 2027.

This statement will be reviewed and updated every year.