



**UK
Parliament**

UK Parliament Modern Slavery Statement

2024/2025

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Foreword

We are now in our fifth year of publishing Parliament’s Modern Slavery Statement. Legally, the UK Parliament is not required to produce an annual statement. However, we proactively choose to do so because it aligns with the values of both Houses and our strategic objectives.

This year marks a decade since the introduction of the Modern Slavery Act 2015, the first legislation that placed legal obligations on organisations to address the risks of slavery and trafficking within their operations and supply chains.

In 2024, the UK recorded its highest ever number of potential modern slavery victims referred to the National Referral Mechanism over 19,000 people, a 13% increase on the previous year. Across the world, exploitation persists in multiple forms, and in far too many sectors, the rights of workers are being eroded.

Against this backdrop, the UK Parliament remains resolutely committed to fighting modern slavery. Since 2020, our Modern Slavery Programme has improved. In 2023/24, we extended our assessment tools, enhanced our remediation procedures, and initiated crucial research on forced labour risks in renewable energy supply chains. But there is more to do.

Our plans for next year include a stakeholder-tailored training programme and the strengthening of risk management, due diligence, and governance in key areas. We will equip our staff and contract managers with the tools to identify and prevent exploitation, embed due diligence into our procurement processes and automate it through our new procurement software, engage directly with high-risk suppliers, and promote transparency across our supply chains.

The evolving nature of exploitation demands continuous learning, vigilance, and collective action. We welcome the 10-year milestone of the Modern Slavery Act as an opportunity to reflect and to reaffirm our determination to ensure that the goods and services we procure are not tainted by exploitation, but instead uphold the dignity and rights of every worker.



Rt Hon Sir Lindsay Hoyle MP

The Speaker of the House
of Commons

A handwritten signature in black ink, appearing to read 'Lindsay Hoyle'.



**The Rt Hon the Lord McFall
of Alcluith**

The Lord Speaker

A handwritten signature in black ink, appearing to read 'John McFall'.

Introduction



This statement details the steps that the UK Parliament has taken between 1 April 2024 and 31 March 2025 to mitigate and prevent modern slavery risk within our business operations and supply chains.

This is our fifth Modern Slavery Statement, published in alignment with [Section 54 of the Modern Slavery Act \(2015\)](#). We have published this statement as we believe that transparency is key to tackling modern slavery in global supply chains.

We welcome constructive feedback on our statement and the work detailed within it. If you would like to share feedback, please email socialsustainability@parliament.uk.

Below we provide an update on the progress made against the goals set in last year's [Modern Slavery Statement](#).

1. Structure, business and supply chains



1.1. Overview of the UK Parliament

1.1.1. Structure of Parliament

The UK Parliament workforce is made up of the House of Commons Administration, the House of Lords Administration, the Parliamentary Digital Service (PDS) and the Restoration and Renewal Client Team. The House of Commons and House of Lords are separate employers and PDS and the Restoration and Renewal Client Team work as joint departments.

The majority of the parliamentary workforce are employees on permanent contracts. In addition to the employed teams, there are a significant number of contractors working on major estate works and a number of services where there is outsourced provision and other companies providing services. As of 31 March, the UK Parliament workforce figure totalled 4,357.

Both Houses of Parliament are accredited by [Citizens UK as Living Wage Employers](#). The payment of living wages can protect workers against forced labour. The London Living Wage applies to our direct employees, our contractors and their sub-contractors if they have personnel working directly on UK Parliament premises or are providing services to Parliament from another location in London. Additionally, suppliers and sub-contractors providing services from outside of London pay their dedicated personnel at least the UK Living Wage.

1.1.2. Social Sustainability

Parliament's Modern Slavery Programme was established in 2020. The programme reports to the boards of both Houses and is managed by the Social Sustainability Team.

The Social Sustainability Team has been working towards a handful of UN Sustainable Development Goals (SDGs). The UN's SDGs set out 17 aspirations for the world to achieve by 2030. Some of the goals we have been working towards are:



Decent Work and Economic Growth

Our Modern Slavery Programme maintains a proactive approach against modern slavery, empowering people to speak out against oppressive working environments.



Reduced Inequalities

Inequality threatens long-term social and economic development. Our implementation of the [Social Value Model](#) encourages our suppliers to work towards equal opportunity, while reducing modern slavery risks in their supply chain.



Responsible Consumption and Production

Carrying out due diligence and engaging with suppliers helps Parliament to source products and services more responsibly. See our [Sustainable Procurement Policy](#).



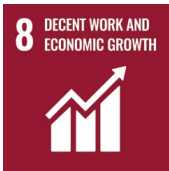
Peace, Justice and Strong Institutions

Our commitment to escalate potential modern slavery concerns and follow strong remediation principles will help achieve justice for potential victims.



Partnerships for the Goals

Parliament works with internal and external partners to share knowledge and support a best practice approach.



1.2. Governance and partnerships

1.2.1. Anti-Slavery Board Advocates

The House of Commons Executive Board and the House of Lords Management Board have both nominated board-level Anti-Slavery Advocates:



Andy Helliwell

House of Lords Chief
Operating Officer



Chris Elliott

Managing Director
of Strategic Estates

Anti-Slavery Board Advocates are senior champions for the Modern Slavery Programme and actively support Parliament's commitment to tackling modern slavery. Our Anti-Slavery Board Advocates commit to:

- **Be visible leaders** and advocates for the Modern Slavery Programme.
- Act as **role models** in demonstrating behaviours and actions to promote Parliament's commitment to tackling modern slavery.
- **Raise awareness** of Parliament's modern slavery work at board level.
- Provide the Social Sustainability Team with **strategic advice** to help fight modern slavery.

"I am proud to be a Board Advocate for the Modern Slavery Programme – this is vitally important work. This year has been a period of reflection and reset, and I welcome the renewed focus on strengthening governance, building capacity, and embedding a more strategic and risk-informed approach. While challenges remain, the steps taken lay strong foundations for progress in the year ahead, and I look forward to continuing to support this important agenda."

→ **Andy Helliwell, Anti-Slavery Advocate, House of Lords Chief Operating Officer**

"We have a responsibility at every level in Parliament to work towards eradicating modern slavery. As Managing Director of Strategic Estates, I remain committed to ensuring our staff and supply chains are safeguarded and that services, projects, or goods are never delivered at the expense of human rights. While we can be proud of the foundations laid in recent years, this has been a year of consolidation and renewal, strengthening our systems and planning for the future. I fully support the next phase of this important work and the continued drive to build transparency, accountability, and ethical standards into everything we do."

→ **Chris Elliott, Anti-Slavery Advocate, Managing Director of Strategic Estates**

1.2.2. Group membership

Social Sustainability Working Group

Our Social Sustainability Working Group oversees Parliament's social sustainability agenda, including the Modern Slavery Programme. The working group provides accountability for our modern slavery goals and supports the advancement of the programme.

Cross-Government Social Value Network

UK Parliament has representation on the cross-government Social Value Network, a group of government departments and public bodies collaborating to implement social value best practice in public procurement.

1.3. Supply chains

The Parliamentary Commercial Directorate (PCD) is responsible for all procurements conducted in the House of Commons, the House of Lords, PDS and Restoration and Renewal Client Team. Parliament gives responsibility for managing procurement contracts to staff called contract managers.¹

The UK Parliament buys a large range of goods and services to support its operations, including construction, facilities management, hardware, digital services, food and uniforms. As of 31 March 2024, Parliament had 577 contracts in place with 419 suppliers and 255² contract managers managing contracts across the organisation.

Parliament spent approximately £247 million buying goods and services and £186 million on capital works projects and programmes, from our direct suppliers, the majority of which are UK-based.³

Many of our suppliers have complex global supply chains and Parliament is working to improve visibility of its supply network. Throughout 2024/25, PCD has improved its capability to map supplier relationships, which will contribute to strengthening the resilience of Parliament's supply chains.

1 Employee, supplier and contract data in this statement is as of 31 March 2025.

2 This number is dynamic due to the high volume of contracts Parliament has.

3 Approximate spend figures cover the financial year 1 April 2024 to 31 March 2025. Exact figures are in the [House of Commons Annual Report and Accounts 2024-25](#) and the [House of Lords Annual Report and Resource Accounts 2024-25](#).

2. Policies in relation to Modern Slavery



Modern Slavery and Human Trafficking Policy

This [Modern Slavery and Human Trafficking Policy](#) outlines Parliament's stance against modern slavery, human trafficking and all forms of corruption and bribery associated with these criminal acts. It also provides a framework to support the mitigation of modern slavery risk within Parliament and our supply chains.

We are committed to reviewing the policy annually to ensure Parliament's approach continues to follow best practice. This year's review led to the update of the Modern Slavery and Human Trafficking Policy and the update of the relevant section of our standard Terms and Conditions.

Sustainable Procurement Policy

The UK Parliament recognises its significant purchasing power and the impact our own purchasing practices can have on the conditions of workers in supply chains. To ensure that our procurement activities drive positive change, we have a [Sustainable Procurement Policy](#) in place that fosters a supply chain supporting its workers and upholding high standards of social, economic, and environmental responsibility. In the past year, this policy underwent a rigorous review, update, and formal sign-off process to ensure alignment with the latest legislative requirements, including the Procurement Act 2023 and the updated National Procurement Policy Statement (NPPS). The review involved consultation with key stakeholders, subject matter experts, and the Parliamentary Commercial Directorate, culminating in approval by the relevant governance boards.

The updated Sustainable Procurement Policy now reflects new national priorities for public procurement, including the promotion of fair working conditions, support for SMEs and social enterprises, and enhanced due diligence throughout the supply chain. It incorporates strengthened requirements for supplier compliance with all relevant legislation, embeds social value and sustainability criteria in tender processes, and sets clear expectations for supplier performance and accountability.

We remain committed to regularly reviewing and updating our Sustainable Procurement Policy to ensure it continues to reflect best practice and delivers positive outcomes for workers, communities, and the environment.

Social Value Model (PPN 002) & the Procurement Act 2023

Parliament applies the updated UK Government [Social Value Model \(PPN 002\)](#), in line with the Procurement Act 2023. All in-scope procurements explicitly evaluate how suppliers will deliver wider economic, social, and environmental benefits. The new model, mandatory from 1 October 2025, requires a minimum 10% weighting for social value in tender assessments. Procurers select relevant outcomes from the Social Value Model—such as economic growth, clean energy, or breaking down barriers to opportunity—tailored to each contract. The Act also introduces enhanced transparency, requiring publication of procurement notices and contract details on a central digital platform.

Tackling modern slavery in the procurement lifecycle (PPN 02/23)

In line with best practice and the latest government guidance ([PPN 02/23](#), updated in February 2025), Parliament assesses and manages the risk of modern slavery in all procurement activity. Procurements are categorised by risk, with proportionate measures taken to prevent and address modern slavery, particularly in high-risk sectors. This includes supplier due diligence, clear exclusion grounds, and ongoing contract management. Modern slavery criteria are integrated into the Social Value Model where relevant, ensuring that ethical and fair supply chains are a core part of our procurement process.

Other relevant policies and guidance

Parliament has several other policies that aim to foster a culture that is more resilient to criminal activity such as modern slavery. For a more in-depth account of these policies please see our [Modern Slavery Statement 2023/24](#).

- [Behaviour Code](#)
- [Whistleblowing policies](#)
- [Safeguarding Policy](#)

3. Risk assessment



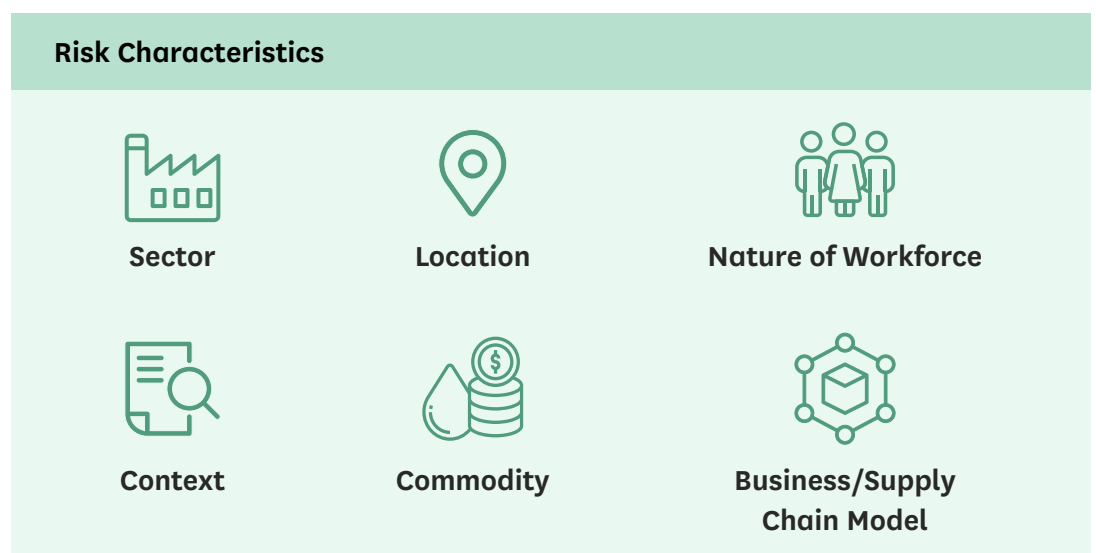
3.1. Procurement risk assessment

[PPN 02/23](#), as updated to reflect the Procurement Act 2023, sets out mandatory guidance for public sector organisations to identify and manage the risk of modern slavery in their supply chains. In accordance with this guidance, Parliament requires a modern slavery risk assessment to be carried out at the earliest stage of the procurement process—before any goods, services, or works are purchased. This approach ensures that risks are identified and addressed proactively, rather than retrospectively.

To support this, Parliament has developed and implemented a procurement risk assessment tool. This tool requires commercial staff to input information relating to key risk characteristics, as set out in PPN 02/23, including:

- Sector in which the business operates
- Typical supplier location
- Nature of workforce (e.g., risks associated with physically demanding work)
- Context-dependent risks (such as inadequate labour laws)
- Type of commodity being procured
- Business and supply chain model (including complexity and use of subcontracting)

Based on these inputs, the tool assesses whether a procurement is at low, medium, or high risk for modern slavery. It then provides tailored questions for bidders to address during the procurement process and, for high-risk procurements, may require enhanced due diligence and supply chain transparency in line with statutory requirements.



It determines risk by utilising a combination of public datasets to create unbiased risk scores for each risk characteristic. These include:

- The [Global Slavery Index](#)
- The [US List of Goods Produced by Child Labor or Forced Labor](#)
- The [International Trade Union Confederation Global Rights Index](#)
- The [Gangmasters & Labour Abuse Authority Industry Profiles](#)

This process is now embedded as standard practice within Parliament's procurement procedures and supports ongoing compliance with the Procurement Act 2023 and government policy to prevent and address modern slavery in public sector supply chains.

3.1.1. Sharing externally

The successful take-up of the tool at Parliament led to the sharing of the tool externally. Parliament has collaborated with a small working group of cross-government colleagues to adapt the tool to make it suitable for all public sector organisations. It is currently undergoing testing and will be officially launched in the 2025-26 financial year.

The aim has been to increase efficiency and enable quick identification of whether a procurement has a high, medium or low risk of modern slavery. It will be optional for public bodies to use but should standardise risk assessment and evaluation questions across the public sector and thereby reduce the burden placed on bidders.

3.2. Supplier risk assessment

3.2.1. High-risk areas in our supply chain

As of 31 March 2025, Parliament managed approximately 600 contracts. From these, around 100 were identified as high-value or high-risk, and suppliers were invited to complete the Government's Modern Slavery Assessment Tool (MSAT).

This year, Parliament faced resourcing challenges that limited the extent to which we were able to engage directly with the supply chain. As a result, the overall MSAT completion rate among high-risk and high-value suppliers was approximately 30%. While this was below our intended level of engagement, the responses received nevertheless provide an important, if partial, view of current supplier practice.

We recognise that a stronger evidence base is required to draw robust conclusions, and that sustained engagement is essential. In the coming year, we will build on this foundation by strengthening supplier participation in MSAT and embedding the process more consistently into our contract management.

We remain committed to strengthening supplier engagement with MSAT and recognise the importance of consistent participation in order to better understand and address modern slavery risks in our supply chain.

3.2.2. Findings

Given the lower response rate this year, we have not sought to draw detailed and definitive conclusions. However, the results that were returned provide useful indicative insights:

- **Governance and policies:** Suppliers generally demonstrated stronger performance in governance and the existence of formal policies, with several achieving high scores in these areas.
- **Due diligence and KPIs:** Lower scores were more common in active measures, such as carrying out due diligence or setting measurable KPIs to track progress.
- **Larger suppliers** tended to score more strongly across all areas, reflecting their greater resourcing capacity, whereas SMEs reported more limited approaches.
- **Active measures**, such as conducting regular due diligence or embedding measurable KPIs, were less common, mirroring patterns seen in previous years.

While we have not sought to present sector-by-sector comparisons this year, the indicative results suggest that levels of maturity vary significantly between suppliers and industries. Overall, the findings reinforce the picture from previous years: while many suppliers have embedded policies and governance structures, fewer are actively measuring, tracking, and reporting on modern slavery risks in their operations and supply chains.

3.2.3. Conclusions and next steps

Although the data set is smaller this year, several lessons and priorities emerge:

- **Strengthening engagement:** We will place renewed focus on improving completion rates in 2025/26, recognising that broader participation is essential to meaningful analysis.
- **Targeted support for SMEs:** We will consider developing targeted guidance and tools for to help smaller suppliers strengthen their anti-slavery practices. SMEs often have limited resources but remain critical to Parliament's supply chain.
- **Balancing passive and active measures:** Across suppliers, passive measures such as policies are more common than active measures such as due diligence and KPIs. We will encourage suppliers to progress towards embedding active monitoring and continuous improvement.
- **Sector-specific engagement:** Where sectoral challenges are known (for example, catering or construction), we will explore tailored engagement approaches to drive improvements.

In the previous year's report, the Catering sector has performed the lowest and we hoped to start with developing a joint programme but this contract was up for review so we have rescheduled this engagement for next year.

In the coming year, we aim to rebuild momentum in supplier engagement, address the resourcing challenges that limited our reach in 2024/25, and use the MSAT process more systematically to inform our due diligence and contract management activities.

Despite this year's reduced response rate, the information gathered provides a foundation for future improvement and underlines the importance of sustained, proactive engagement with suppliers in tackling modern slavery risks.

It is worth mentioning that compared to 2024 when 3,580 of unique statements were published in 2025 only 2,979 were published.

3.3. Horizon scanning

Parliament conducts ongoing horizon scanning to identify and respond to evolving risks of modern slavery within our operations and supply chains. In 2025, the global risk environment has been shaped by a number of factors that have increased vulnerability to forced labour and exploitation. We are closely monitoring regulatory developments, including the EU's forced labour import ban, expanded due diligence requirements in the UK and Australia, and new public procurement standards.

Technology presents both opportunities and risks in combating modern slavery. For example, Artificial Intelligence (AI) and data analytics are increasingly used to detect patterns and identify suspicious activity in supply chains.

However, technology also creates new vulnerabilities that need to be considered and managed.

These dynamics are particularly relevant to our procurement in construction, electronics, textiles, and renewable energy sectors that are both high-risk and integral to our long-term infrastructure, social and environmental goals.

As part of the nationwide commitment to meet Net Zero by 2050⁴, Parliament is committed to improving energy efficiency and promoting renewable energy across the Parliamentary Estate. Equally, Parliament is committed to maintaining responsible supply chain management and ethical procurement.

The Social and Environmental Sustainability Teams are collaboratively developing appropriate risk management strategies and key performance indicators to maintain these objectives ensuring that all procurement of renewable technology is ethical, sustainable and just.

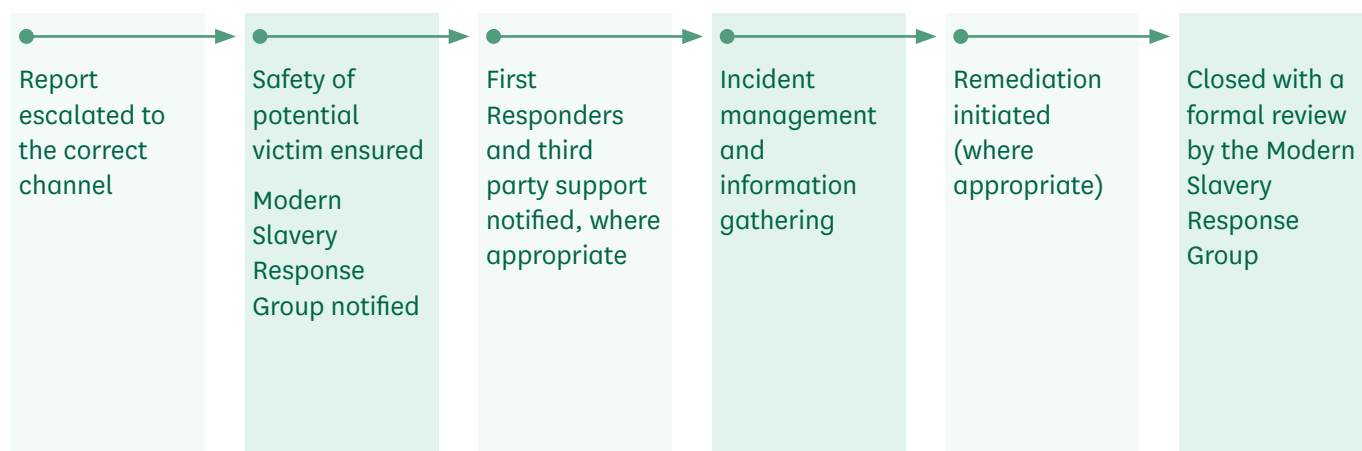
4 [The Climate Change Act 2008 \(2050 Target Amendment\) Order 2019](#) and [Government policy on reaching Net Zero by 2050 - House of Commons Library](#).

4. Due diligence processes



4.1. Escalation and remediation procedure

Escalation is the process of ensuring that concerns of modern slavery are reported through the correct channels. Parliament has developed an escalation process (below) which outlines the steps that will be taken if there is an incident of modern slavery either in our supply chain or on the Parliamentary Estate. This is for use by our staff, suppliers and members of the public who may wish to make a report.





Remediation for modern slavery and exploitation refers to the process of finding a solution for an adverse human rights impact and then ensuring practical outcomes to counteract the impact. Parliament commits to acting in line with the following ‘Remediation Principles’ if a modern slavery incident occurs:

- We will take a victim-centered approach to protect any victims of modern slavery from further harm or greater vulnerability.
- We will treat remediation for each victim on a case-by-case basis, acknowledging that sometimes it will entail multiple avenues of remediation.
- We will aim to work closely and collaboratively with suppliers to help eliminate exploitation, improve standards, support those affected and remediate victims.
- Business termination with a supplier will be a last course of action and will only take place if deemed absolutely necessary.
- We will seek to build on the expertise and advice of external and internal partners.
- We are committed to continuous learning and will review and adapt our approach to incorporate lessons learnt. We will evaluate our approach after each individual case to help improve our future response.

For supply chain incidents that require remediation, we will strongly encourage our suppliers to act in accordance with Parliament’s Remediation Principles and will insist on a victim-centered approach.

5. Training and awareness



5.1. Training

Introductory modern slavery training is now mandatory for all House of Commons, House of Lords and joint departmental staff through Parliament’s annual essential training course. This is a mandatory e-learning module that all staff must complete, first on joining Parliament and then repeated on an annual basis. This training includes informative content on spotting the signs of modern slavery and escalating concerns of modern slavery to the correct place.

Approximately 75% of our staff have completed the mandatory training this year.

We are currently implementing a refreshed and more strategic approach to training and awareness-raising on modern slavery. Over the past year, we commissioned a specialist review of our training plans, risk assessment framework, and due diligence processes to ensure they remain robust, targeted, and responsive to the evolving risk landscape.

Following this review, we are redesigning our approach from first principles, developing a training strategy that is practical, risk-informed, and aligned with the varied needs of our internal teams and external stakeholders.

In the coming year, this refreshed strategy will support the roll-out of stakeholder-specific training, including procurement, safeguarding, contract management, governance and frontline delivery. By doing so, we aim to build consistent understanding and confidence across the organisation, ensuring that modern slavery risks are appropriately identified, managed and escalated at every level.

We are delivering this bespoke training strategy from Quarter 1 of the 2025 financial year with the aim to have everyone trained at the most appropriate level by the end of this financial year and refresher courses scheduled for the following years. This will enable us to embed modern slavery awareness more effectively across functions, with tailored content that reflects the specific responsibilities and risk exposure of different roles. Reporting will be provided for transparency on completion numbers and content in next year’s statement.

In addition, all contract managers must attend training on procurement policies and complete the Government Commercial Function Contract Management Foundation Training.

5.2. Awareness raising

Raising awareness of our Modern Slavery Programme is an important part of our work. As part of our public-facing communications, information on Parliament's Modern Slavery Programme is displayed prominently on the UK Parliament website.

Updates to policies, escalation routes, and case studies have been integrated into team briefings, newsletters, and leadership discussions. These efforts have helped to embed a culture of vigilance and proactive engagement.

In particular, we have worked more closely with the Parliamentary Commercial Directorate (PCD) as they continue their transformative journey. This collaboration aims to better align our risk and supplier oversight frameworks, ensuring modern slavery risks are proactively identified and managed throughout the commercial lifecycle. Working collaboratively with PCD, we are embedding modern slavery considerations more effectively into our procurement strategy, contract management, and supplier engagement.

6. KPIs



Our first set of Key Performance Indicators (KPIs) below were developed to track our progress from year to year, striving for continuous improvement at the beginning of our anti modern slavery approach.

Key Performance Indicator
1. Percentage of contracts of high-risk & high value where the supplier has completed the Modern Slavery Assessment Tool (MSAT)
2. Percentage of contract managers who received bespoke commercial training on modern slavery
3. Number of all-staff participants to receive awareness raising training on modern slavery
4. Total number of suppliers/contractors communicated with regarding modern slavery activity
5. Percentage of high-risk suppliers publishing a modern slavery statement compliant with Section 54 of the Modern Slavery Act

Over the past financial year, we have taken a strategic decision to review and refine our approach to risk assessment, due diligence, escalation, and remediation in the context of modern slavery and labour exploitation. This review has included a reassessment of our key performance indicators (KPIs) to ensure they remain fit for purpose in a rapidly changing operational and governance landscape.

Our revised Key Performance Indicators are as follows:
1. Percentage of staff who completed relevant training on modern slavery
2. Percentage of commercial staff and contract managers who received bespoke commercial focused modern slavery training
3. Percentage of high-risk suppliers / high value contracts assessed for modern slavery using Modern Slavery Assessment Tool (MSAT) or equivalent
4. Number of improvements or actions adopted following annual review
5. Number of mock escalation tests: initial response time, escalation speed, resolution timeline, stakeholder notification success

We transparently report the number of modern slavery incidents we identify each year. We see the identification of incidents as a positive step towards correcting the human rights abuses that exist in all supply chains.

	2021-22	2022-23	2023-24	2024-25
Modern Slavery Incidents Identified	1	0	0	0

6.1. Goals

Over the next financial year, we will continue to build capability across the organisation through structured training programmes and enhanced due diligence processes, ensuring that all staff and contractors understand their specific roles in preventing modern slavery.

Our goal is to ensure that modern slavery risks are effectively identified, prevented, and addressed across all our operations and supply chains. We are committed to fostering a culture of awareness and accountability, embedding robust due diligence and ethical practices throughout our procurement and commercial processes, and driving continuous improvement to protect the rights and wellbeing of all workers connected to our organisation.

6.2. Sign off

This statement has been approved by the House of Commons Executive Board and the House of Lords Management Board. This statement was approved in July 2025, for the financial year ending 31 March 2025.



Signed by Tom Goldsmith

The Clerk of the House of Commons
for the House of Commons
Administration



Signed by Simon Burton

The Clerk of the Parliaments
for the House of Lords
Administration

