



UK
Parliament

UK Parliament Modern Slavery Statement

2023/2024

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Foreword

We are now in our fourth 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.

Since the initiation of our Modern Slavery Programme in 2020, Parliament has trained thousands of staff on how to spot the signs of modern slavery. Our approach to risk assessing for forced labour has undergone significant transformation, with assessments now being conducted at the outset of procurement processes and again upon supplier onboarding. We have taken a leadership role across public bodies, sharing our anti-slavery tools widely, in the firm belief that collaborative efforts will advance the eradication of slavery.

We are proud to have implemented the ‘Social Value Model’ which requires our suppliers to commit to bringing wider economic, social and environmental benefits while supplying goods or services to Parliament. This includes reducing inequalities in the supply chain and championing decent work for all. In addition, we have committed to survivor-centric ‘Remediation Principles’, which we will abide by if we are to encounter a modern slavery incident.

These are just a handful of examples of the work we have progressed over the years, and this statement gives further examples of our efforts to fight against modern slavery. However, we know this work alone is not enough. Modern slavery and human trafficking are pervasive crimes worldwide that prey on the vulnerable and voiceless.

We are committed to ensuring that taxpayers’ money does not inadvertently fund these unlawful illegal activities. Our purchasing power gives us the ability to influence suppliers to improve their anti-slavery practices. We are dedicated to developing our resilience to modern slavery, and ensuring that vulnerable individuals are protected and treated with dignity and respect.



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'.

Executive summary



This statement details the steps that the UK Parliament has taken between 1 April 2023 and 31 March 2024 to mitigate and prevent modern slavery risk within our business operations and supply chains.

This is our fourth 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](#).

Goals set in 2022/2023 and their outcomes

1 Roll out **new training offerings** for colleagues across the organisation, based on the findings of our upcoming training review. This will include a focus on increasing contract manager training attendance

Trained 3,358 people through mandatory modern slavery module for all staff in the House of Commons

Launched a new mandatory modern slavery module for all staff in the House of Lords

Increased attendance at contract manager training sessions from 24% to 60%

2 **Commemorate Anti-Slavery Day** across Parliament, including awareness-raising communications and engagement activity with colleagues at all levels

Commemorated Anti-Slavery Day with a range of awareness raising activities across UK Parliament

The Speaker of the House Commons annual Anti-Slavery Day Speech celebrated the work of the Modern Slavery Programme

3 Fully **implement** our modern slavery escalation and remediation **procedure** and build staff awareness of it

Implemented modern slavery escalation and remediation procedure across Parliament

Information on procedure included in Parliament's updated [Modern Slavery and Human Trafficking Policy](#)

4 Invite all remaining high-risk suppliers to complete the **Modern Slavery Assessment Tool (MSAT)**

All remaining high-risk suppliers were invited to complete the MSAT, with a 68% completion rate

5 **Analyse MSAT results** and use them to help develop a supplier engagement approach

Analysed MSAT results with significant findings, see summary in [Risk Assessment](#)

Used results to develop a Supplier Engagement approach to implement in 2024/2025

6 Increase partnership work with public bodies and groups of experts to share knowledge and best practices

Jointly led on a cross-government initiative to improve modern slavery risk assessments in public procurement

Read more in [Risk Assessment](#)

7 Embed the procurement risk assessment tool as part of business as usual across the procurement lifecycle

Positive take up of procurement risk assessment tool within the Parliamentary Commercial Directorate, implemented in the procurement lifecycle as business as usual

8 Continue to engage with our acutely high-risk suppliers and support them to improve their anti-slavery practices

Continued positive engagement with acutely high-risk suppliers, including our supplier that had a modern slavery incident in 2021

Read more in [Update on forced labour incident](#)

9 Gather lessons learned and transparently report emerging risks, any incidents of modern slavery that may be identified and steps taken to remediate

Continued research into the risks of forced labour in our electronics supply chain, initiating Electronics Watch affiliation

10 Continuously develop our Modern Slavery Programme by drawing on the latest research and evidence on modern slavery issues

Increased research into the emerging risk of forced labour in the solar photovoltaics (PV) supply chain, drawing on evidence and best practice

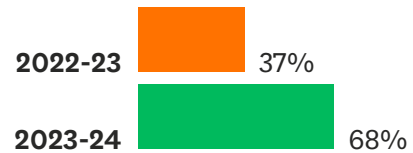
Read more in [Risk Assessment](#)

Below our progress is demonstrated through our KPI framework.

Key Performance Indicators

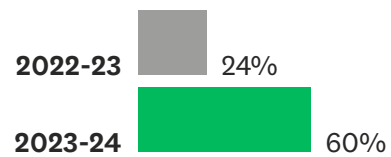
1.

Percentage of contracts of high-risk & high value where the supplier has completed the Modern Slavery Assessment Tool (MSAT)



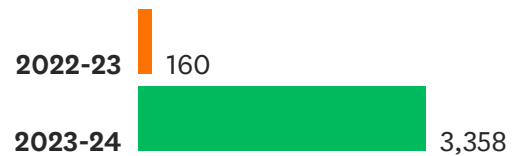
2.

Percentage of contract managers who received bespoke commercial training on modern slavery



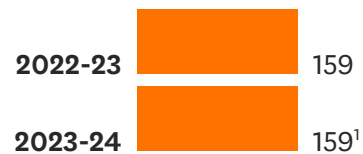
3.

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



Progress Key: ● Inadequate ● Progressing ● Good

1 While we maintained regular communication with suppliers, our focus primarily centred on high-risk suppliers with whom we've previously engaged and were captured in last year's figure. Therefore, the KPI has not changed.

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 4,241.

Both Houses of Parliament are accredited by [Citizens UK as London Living Wage Employers](#). The payment of living wages can protect workers against forced labour.² 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.

² See Walk Free. [‘A living wage: a crucial tool in the fight against modern slavery’](#), 2019.

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](#).



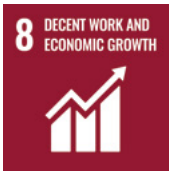
Peace, Justice and Strong Institutions

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 and I commend the progress made in the last 12 months reflected in this modern slavery statement, as well as the recognition that there is significantly more still to be done, which I look forward to continuing to support."

→ 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. I am committed to ensuring safeguards are in place across our supply chain to ensure services, projects or goods are never provided to us using modern slavery. We should be very proud of what we've achieved in this area in recent years, but we need to continuously improve in our commitment to fighting modern slavery. As Managing Director of Strategic Estates I will continue to support this valuable work."

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

1.2.2. Group membership

Advisory Group on Modern Slavery and the Supply Chain

Parliament's Advisory Group on Modern Slavery provides a forum for discussion and the sharing of anti-slavery best practice. It is comprised of Members of both Houses from across political parties and a number of specialists on modern slavery.

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.

Modern Slavery and Procurement Implementation Group

UK Parliament has representation on the cross-government Modern Slavery & Procurement Implementation Group, a group of government departments and public bodies collaborating to implement anti-slavery practices in public procurement. The group collaborates to implement best practice and government advice on how to tackle modern slavery in supply chains.

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.³

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 735 contracts in place with 460 suppliers and 288⁴ contract managers managing contracts across the organisation.

Parliament spends approximately £155 million buying goods and services and £129 million on capital works projects and programmes, from our direct suppliers, the majority of which are UK-based.⁵

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

³ Employee, supplier and contract data in this statement is as of 31 March 2024.

⁴ This number is dynamic due to the high volume of contracts Parliament has.

⁵ Approximate spend figures cover the financial year 1 April 2023 to 31 March 2024 and have been used for illustrative purposes. The House of Commons and House of Lords 2023/24 annual accounts are available [here](#) and [here](#).

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 inclusion of our new reporting line for modern slavery, as well as details of our new Escalation and Remediation Process.

Sustainable Procurement Policy

The UK Parliament recognises its purchasing power and the impact our own purchasing practices can have on the conditions of workers in supply chains. We have a Sustainable Procurement Policy in place to foster a supply chain that supports its workers and acts in a way that is beneficial to their welfare.

We regularly update [Sustainable Policy](#) in line with our developing approach to sustainable procurement.

The Social Value Model (PPN 06/20)

Parliament has implemented the UK Government's [Social Value Model](#). This requires Parliament to explicitly evaluate how the suppliers responding to a tender would bring wider economic, social and environmental benefits while supplying goods or services to Parliament.

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

The [PPN 02/23](#) outlines how public sector organisations can tackle modern slavery in their supply chains. Aligned with our approach to follow best practice, we have carried out work to implement the actions recommended in this guidance.

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 2022/23](#).

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

3. Risk assessment



3.1. Procurement risk assessment

[PPN 02/23](#) provides guidance on how public sector organisations can tackle modern slavery in supply chains. It requires public sector organisations to carry out a risk assessment before they have purchased anything. Up until this point, the majority of risk assessments took place after a good or service had been procured.

Parliament developed a procurement risk assessment tool to help identify the key modern slavery risks within upcoming procurements. The tool asks commercial staff to input information about the following risk characteristics (in accordance with the risk assessment proposed by PPN 02/23):

Risk Characteristics



Sector
The sector in which the business operates



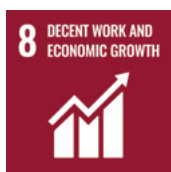
Location
Typical supplier location



Nature of Workforce
Risks to workers, such as physically demanding work



Context
Context-dependant risks, such as inadequate labour laws



Risk Characteristics (cont.)



Commodity
Type of commodity



Business/Supply Chain Model
Issues arising from the typical business model, such as complex supply chains and subcontracting

Based on the information inputted, the tool assesses whether a procurement is high, medium or low risk for modern slavery and proposes a set of questions for bidders to be included in the evaluation process. 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](#)

The tool was implemented in early 2023. There has been positive uptake within the Parliamentary Commercial Directorate, and it is now used in procurement processes as part of business as usual.

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 2024-25 financial year.

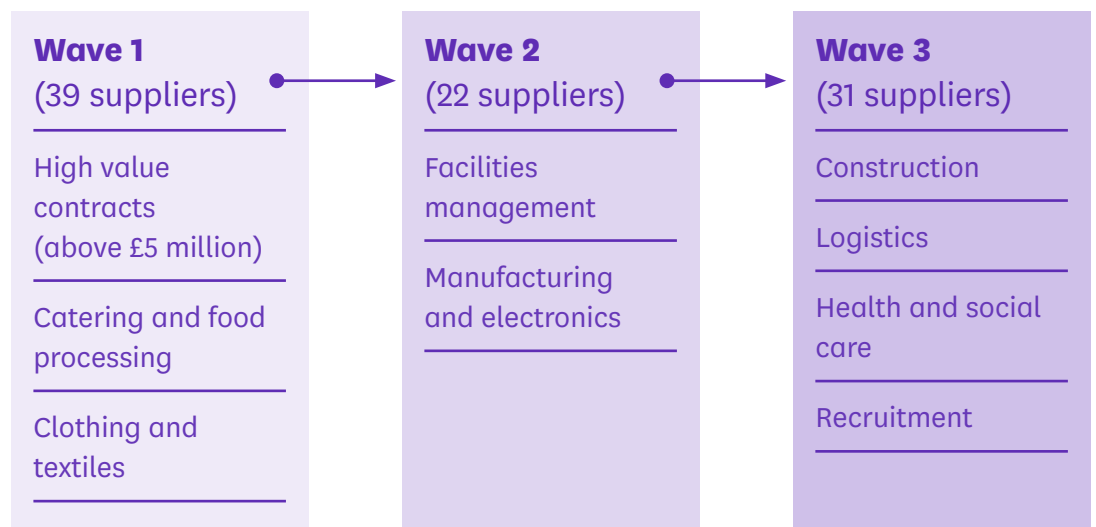
The aim has been to increase efficiency and enable quick identification of whether a procurement has a high, medium or low risk of modern slavery. It will be optional for public bodies to use but should standardise risk assessment and evaluation questions across the public sector and thereby reduce the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

3.2. Supplier risk assessment

3.2.1. High risk areas in our supply chain

The Modern Slavery Assessment Tool ([MSAT](#)) is a tool developed by the UK Government to help public sector organisations identify and respond to modern slavery risks in their supply chains. It requires suppliers to submit responses to a set of questions about their procedures for tackling modern slavery. On completion, it provides suppliers with scores and practical recommendations on how they can fight modern slavery.

Our MSAT campaign, initiated in February 2023, targeted 92 suppliers that had been identified as having the highest risk of a potential modern slavery incident.^{6,7} These suppliers belong to the following sectors:



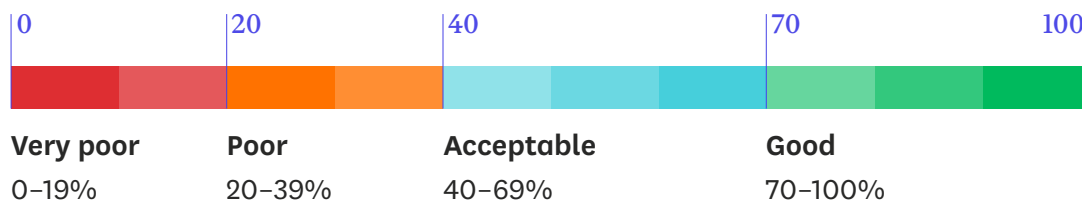
In last year's statement, 37% of suppliers had completed the MSAT. In 2023-24, we have achieved a record completion rate, with 68% of invited suppliers submitting a response to the MSAT.

- 6 Our determination of 'high-risk suppliers' is based on data from the Home Office, Cabinet Office, the Gangmasters & Labour Abuse Authority (GLAA), industry experts and global reports.
- 7 We consider all contracts over £5 million to be high risk due to Parliament's larger stake in the supplier's operations.

3.2.2. Findings

The MSAT asks questions to suppliers on a series of topic areas related to modern slavery prevention. The six topic areas are: (1) Governance, (2) Policies and Procedures, (3) Risk Assessment, (4) Training, (5) Due Diligence and (6) KPIs. Below we outline our findings:

Key



Company size:

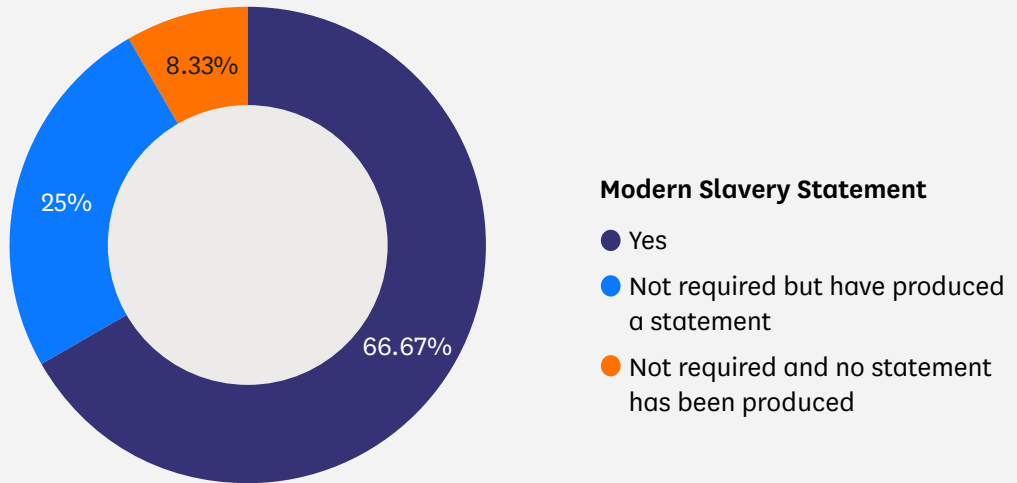
- **Large suppliers** averaged 71%, with almost perfect scores in Governance, averaging 94%. The areas of weakness among large suppliers were in Due Diligence (51%) and KPIs (49%).
 - This reflects strong passive measures to combat modern slavery (such as clearly defined policies and processes), but fewer active measures, (such as regularly carrying out due diligence and tracking progress against KPIs). This is recognised as an area of development for Parliament too.
- **Small-to-medium sized enterprises (SMEs)** scored weaker across the board, with suppliers averaging 48%. The highest scores were in Governance (64%), with Due Diligence (30%) and KPIs (19%) scores being the lowest. This is in addition to lower MSAT completion rates than larger suppliers.
 - This score difference is understandable, as larger companies typically have more resources to deploy in the fight against modern slavery.

Modern Slavery Statements:

- Publishing a modern slavery statement correlated with receiving higher MSAT scores across the board.
- Of suppliers not required to publish a statement,⁸ 1 in 4 chose to publish a statement anyway.
- SMEs voluntarily publishing a statement saw higher scores in all areas compared to their peers. Publishing a statement delivers an increase of roughly 10% in score on average for each topic area compared to not publishing one. This suggests that the process of preparing a statement supports the wider development of an organisation's anti-slavery policies and practices.

⁸ Suppliers legally required to publish a statement are those with an annual turnover of £36 million and above.

Percentage of suppliers publishing a modern slavery statement



Sectors:

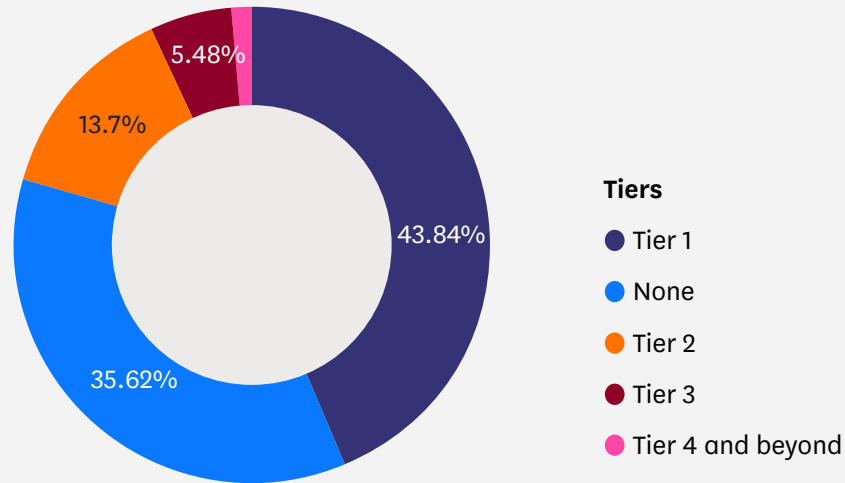
- There was substantial variation in scores across the different sectors. The construction sector attained the highest scores out of all sectors, scoring roughly 15 percentage points above the average for all companies.
- The catering sector achieved the lowest average scores of all sectors scoring roughly 20 percentage points below the average for all companies.

Sourcing countries and supply chain mapping:

- Where suppliers indicated a high-risk sourcing country in their supply chain, this was most often China. Several recognised the UK as a high-risk country.
- Most suppliers have mapped tier 1⁹ of their supply chain, with one in five mapping tier 2 or beyond and one in five not mapping their supply chain at all.

9 Suppliers can be broken down into tiers: Tier 1 Suppliers are direct suppliers. Tier 2 suppliers are the suppliers' suppliers or companies that subcontract to the direct suppliers.

Percentage of suppliers mapping each tier of their supply chain



KPIs:

- 53% of suppliers use KPIs on modern slavery, rising to 63% among large suppliers but falling to 27% among SMEs. This suggests more can be done to encourage SMEs to develop KPIs on modern slavery.

Positive cases:

- One of our suppliers received an excellent score of 89%. Upon further positive engagement with the relevant contract manager, this score was then escalated to 91%. This demonstrates the value of positive and collaborative engagement.

3.2.3. Conclusions and next steps

These results have allowed us to identify trends in strengths and areas for improvement among suppliers. They've also allowed us to recognise where we can provide tailored support to individual suppliers where needed. We have developed a 'Supplier Engagement Plan', which looks to improve standards in the following ways:

Tailored support:

- For the 10 poorest performing suppliers, we will work with contract managers to build stronger relationships and enable proactive and collaborative engagement over key issue-areas. Depending on the supplier, this may include the development of an action plan setting out the behaviours, standards and actions required of both parties to address issues.
- The catering sector performed worse than the other sectors. We will explore whether there could be benefit in opportunities to conduct bespoke engagement, such as tailored workshops, to support this sector's improvement, working closely with our catering contract managers to support this.

Generalised support:

- Across the board, suppliers tend to have stronger passive measures than active measures – demonstrated by higher scores in Governance, and weaker scores in Due Diligence. We will explore engagement with our larger suppliers to encourage the uptake of more active modern slavery mitigations.
- SMEs performed more poorly, suggesting limited resource to properly mitigate the chance of modern slavery occurring in their business and supply chains. Given the knock-on effect for Parliament, we will explore generalised support, such as sharing example policies and KPIs that SME suppliers may want to consider adopting.

3.3. Horizon scanning

Over the past year we have conducted research in partnership with subject matter experts to consider and prepare for future risks and horizon scanning. A key piece of research was conducted on the topic of forced Uyghur labour in the supply chains of solar photovoltaics (PV) panels.

As part of the nationwide commitment to meet Net Zero by 2050,^{10,11} 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.

Renewable Energy is integral to ensure that all buildings across the estate meet both environmental and social sustainability commitments. Through a strategic alignment across environmental, economic and social sustainability objectives, Parliament is committed to meet environmental targets, while protecting human rights and modern slavery policies for the future.

The Sustainability Team is collectively developing appropriate risk management strategies and key performing indicators to maintain these objectives ensuring that all procurement of renewable technology is ethical, sustainable and just.

10 The Climate Change Act 2008 (2050 Target Amendment) Order 2019 ([legislation.gov.uk](https://www.legislation.gov.uk))

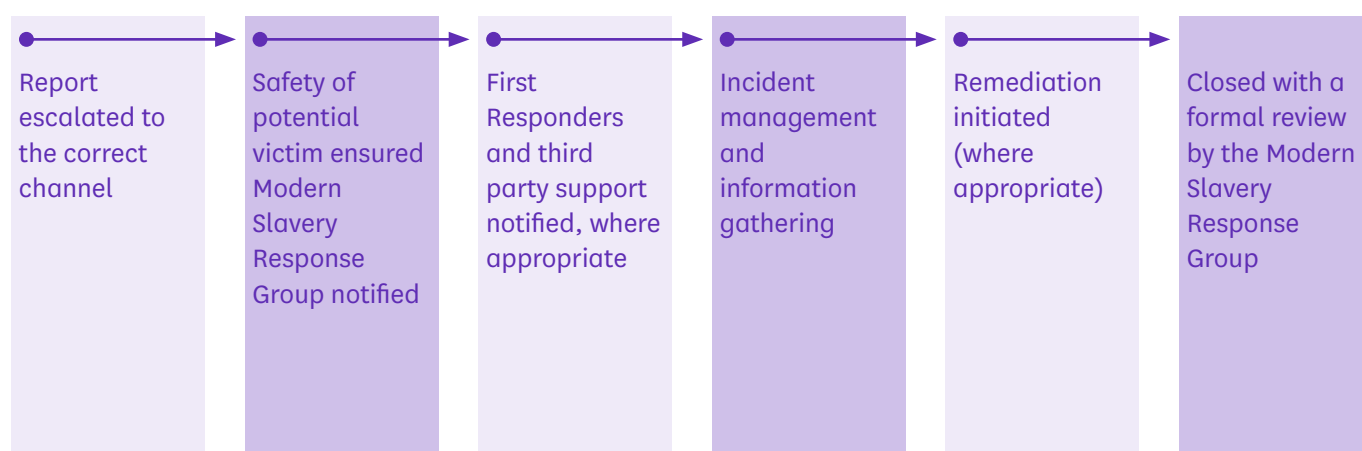
11 Government policy on reaching Net Zero by 2050 – House of Commons Library ([parliament.uk](https://www.parliament.uk))

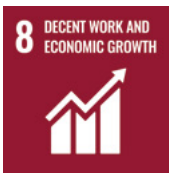
4. Due diligence processes



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 (right) 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 has been fully implemented and is ready 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-centred 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.

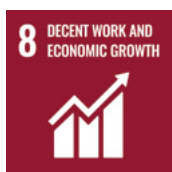
For supply chain incidents that require remediation, we will strongly encourage our suppliers to act in accordance with Parliament’s Remediation Principles and will insist on a victim-centred approach.

4.2. Update on forced labour incident

In 2021, we were alerted to the fact that some of the disposable gloves on the parliamentary estate were linked to Supermax Glove Manufacturing, a company accused of using forced labour in its factories. Please refer to our [Modern Slavery Statement 2021/2022](#) for more information on the incident.

We believe in an approach of working proactively and collaboratively with suppliers to remediate forced labour and supporting them in eliminating it. Since the incident, we have had regular review meetings with representatives from the organisation to monitor progress on Supermax’s remediation commitments. We are pleased to report that Supermax has been removed from the [US Withhold Release Order List](#), due to successful remediation of forced labour indicators in the company’s supply chain.

5. Training and awareness



5.1. Mandatory annual training

Introductory modern slavery training is now mandatory for all House of Commons, House of Lords and joint departmental staff through Parliament's annual training. 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.

3,358 people have completed the training, a number we aim to increase in the next financial year.

5.2. Contract manager training

We have specialised modern slavery training for contract managers. It emphasises the role of contract managers in carrying out appropriate due diligence and preventing exploitation within Parliament's supply chain.

As of 31 March 2024, we trained 172 of our 288 contract managers (60%), hitting the target we outlined in last year's [Modern Slavery Statement](#). We achieved this by making the training mandatory for all contract managers managing high-value contracts. Of those who attended the sessions and completed the feedback survey, 97% agreed the training increased their understanding of the topic.

“This was an excellent workshop – really beneficial and eye opening. I think it should be mandatory across all of Parliament.”

“I thought this was a really excellent introduction, I have a much better awareness than I did at the start of the training.”

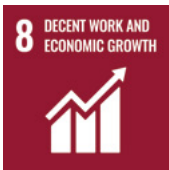
In addition, all contract managers must attend training on procurement policies and complete the Government Commercial Function Contract Management Foundation Training.

5.3. 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](#).

We commemorated Anti-Slavery Day 2023 by raising awareness of the issues of modern slavery and human trafficking across the Parliamentary Estate.

6. KPIs



We have Key Performance Indicators (KPIs) to track our progress from year to year. We are pleased to have demonstrated improvements on most KPIs compared from last year.

Key Performance Indicator	2022-23	2023-24
1. Percentage of contracts of high-risk & high value where the supplier has completed the Modern Slavery Assessment Tool (MSAT)	37%	68%
2. Percentage of contract managers who received bespoke commercial training on modern slavery	24%	60%
3. Number of all-staff participants to receive awareness raising training on modern slavery	160	3358
4. Total number of suppliers/contractors communicated with regarding modern slavery activity	159	159
5. Percentage of high-risk suppliers publishing a modern slavery statement compliant with Section 54 of the Modern Slavery Act	100%	100%

Progress Key: ■ Inadequate ■ Progressing ■ Good

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 rights abuses that exist in all supply chains.

	2022-23	2023-24	2023-24
Modern Slavery Incidents Identified	1	0	0

6.1. Goals

Over the next financial year, we will continue to build capability across the organisation so that staff and contractors understand what steps they should be taking to prevent modern slavery. At the time of writing, the day-to-day management of the Modern Slavery Programme is undergoing review, to strengthen the embedding of modern slavery into procurement and commercial processes. Once this review is complete, we will be in a better position to commit to modern slavery goals for the next financial year and will aim to publish an addendum in due course.

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 2024, for the financial year ending 31 March 2024.



Signed by Tom Goldsmith

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

A handwritten signature in black ink that reads "Tom Goldsmith".



Signed by Simon Burton

The Clerk of the Parliaments
for the House of Lords
Administration

A handwritten signature in black ink that reads "S. P. Burton".

