

Modern Slavery Statement

2024 – 2025

Introduction

UKROEd (United Kingdom Road Offender Education) is committed to the highest ethical standards, including preventing modern slavery and human trafficking in all parts of our business and supply chain. This statement, issued in line with the Modern Slavery Act 2015, outlines the steps taken in the financial year ending 31 March 2025 to mitigate these risks and promote responsible practices.

Organisational Structure and Supply Chains

UKROEd is a not-for-profit company limited by guarantee, responsible for the management and administration of the National Driver Offender Retraining Scheme (NDORS) across the UK. Our supply chain includes:

- Course and training providers
- Goods and service providers
- IT and technology partners

These relationships are primarily UK-based, with a lower inherent risk of modern slavery, but we remain vigilant and proactive in our due diligence.

Policies and Governance

We maintain a suite of policies and procedures to address modern slavery risks, underpinned by our organisational values of integrity, respect, and accountability:

- **Modern Slavery Policy** – Our Modern Slavery Policy outlines our zero-tolerance approach to modern slavery and human trafficking and provides guidance to employees and stakeholders on reporting concerns.
- **Code of Professional Conduct** – Our Code of Conduct sets out the ethical standards we expect from our employees, suppliers, and partners, including respect for human rights and labour standards. In addition all staff are expected to follow the UKROEd Values and Behaviours framework.
- **Whistleblowing Procedure** – We have a confidential whistleblowing procedure that encourages employees and others to report any concerns related to modern slavery without fear of retaliation.
- **Recruitment Policy** – We adopt a stringent approach to hiring, which includes verifying the eligibility of all employees to work in the UK to prevent human trafficking and involuntary labour. We exclusively collaborate with reputable recruitment agencies, all of which are required to affirm their commitment to complying with UK laws against modern slavery.
- **Health, Safety and Wellbeing Policy** – Our foremost objective is to create a secure working environment within our premises and for our home workers. We prioritise

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the physical and mental wellbeing of all of our staff and actively support it through various employee wellbeing programs.

- **Anti-Bribery Policy** – At UKROEd, we maintain a strict zero-tolerance stance on bribery, and all our personnel undergo training to identify and prevent bribery. Furthermore, we are committed to taking resolute action against any individuals involved in bribery, which serves to prevent unethical procurement practices and the use of unscrupulous suppliers.

Procurement and Due Diligence

Our procurement processes are central to our approach:

- All suppliers are assessed against their legal and ethical responsibilities, including any obligations under the Modern Slavery Act.
- We actively review publicly available modern slavery statements for suppliers identified as high risk.
- We only engage with suppliers who demonstrate a commitment to fair labour practices, ethical standards, and legal compliance.
- We carry out appropriate due diligence on all suppliers of goods and services, extending this process to every new supplier we onboard.

Performance measures

UKROEd have developed the following set of performance measures which will be monitored throughout the coming financial year

- **Modern Slavery Position Assessment Rate**
UKROEd will assess 100% of suppliers of goods and services to understand their position on modern slavery. Where a modern slavery statement exists - whether required by law or provided voluntarily - it will be reviewed annually as part of our due diligence process.
- **Supplier Onboarding Due Diligence Completion Rate**
100% of new suppliers of goods and services must complete UKROEd's modern slavery due diligence process during onboarding.
- **Modern Slavery Awareness Training Completion**
All staff are required to complete annual modern slavery awareness training, with a minimum 90% completion rate across the organisation.

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Risk Assessment and Mitigation

We take a risk-based approach to identify areas of potential exposure, considering:

- **Geographic Risk** – Most suppliers operate in the UK, but we remain mindful of any offshore services.
- **Sectoral Risk** – Focus is placed on sectors more exposed to forced or exploitative labour practices (e.g. logistics, IT hardware).
- **Operational Risk** – Our internal operations are assessed as low risk, with directly employed staff on formal contracts and paid at or above the National Living Wage.

Action Taken in 2024–2025

Key measures taken this year include:

- **Course Provider Engagement** – Regular dialogue with providers to ensure awareness and understanding of modern slavery risks; reinforced through our licensing and Annual Provider Review processes.
- **Monitoring and Auditing** – Ongoing supplier audits and monitoring of contractual compliance.
- **Modern Slavery Action Plan** – Overseen by senior management to ensure continued scrutiny and improvement.

Training and Awareness

To embed understanding across our business and partners:

- In 2024/25, we delivered Modern Slavery training to a total of 432 individuals - including NDORS trainers and UKROEd staff.
- Training is mandatory at staff induction and covers risk identification, reporting mechanisms, and policy compliance.
- Our **Modern Slavery Aide Memoir** is available to all UKROEd website members which includes, staff, course trainers, course providers, Police staff and UKROEd board members.

Conclusion

UKROEd remains committed to ensuring that modern slavery has no place in our operations or supply chains. We are continually reviewing and improving our practices, recognising that transparency and vigilance are critical to driving positive change. UKROEd did not identify any modern slavery risks in its operations or supply chains during the period of the statement. This statement was approved by the Chief Executive Officer and will be reviewed annually.

Ruth Purdie, OBE, Chief Executive Officer for UKROEd