



Modern Slavery Statement

Reporting period: 6 April 2025 to 5 April 2026

Board approval date: 13 October 2026
Signed by: Jo Land, Chief Executive Officer
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Declaration

This statement is published in accordance with section 54 of the Modern Slavery Act 2015. It sets out the steps taken by The Avenues Group during the reporting period 6 April 2025 to 5 April 2026 to prevent modern slavery and human trafficking in its own operations and supply chains.

This statement covers The Avenues Group and its operating subsidiaries Avenues London, Avenues East, Avenues South-East, Avenues South and Autism Hampshire. It has been developed through collaboration between colleagues with responsibility for people, safeguarding, governance and operational services. Information included within the statement is drawn from a range of internal and external sources including modern slavery risk assessments, workforce assurance activity, agency audit findings, supplier assurance processes, training records, safeguarding information, governance reports and recommendations arising from the independent Unseen gap analysis. Information is reviewed by relevant subject matter leads and senior leaders before inclusion in the statement to provide assurance regarding its accuracy and completeness. Our approach to preventing modern slavery is developed centrally and applied consistently across the Group.

About Us

The Avenues Group is a charitable organisation operating in the health and social care sector and provides specialist support to people with autism, learning disabilities and acquired brain injury. Avenues recognises that certain workforce groups may be exposed to different risks and therefore monitors workforce data and trends to support the identification and management of potential modern slavery vulnerabilities.

During the reporting period, Avenues employed 1,905 colleagues and supported 769 people across the East and South-East of England, London and in Shropshire.

Of the total headcount, 1,813 colleagues were employed across a range of operational, support and leadership roles. The workforce comprised 84% permanent employees and 16% zero hours workers. In addition, the organisation engaged agency workers to support service delivery where required.

The workforce profile included 68% female and 32% male employees, with colleagues representing a wide range of age groups, ethnic backgrounds and nationalities. Approximately 5% of the workforce were employed on sponsored visas and 2% identified as disabled.

Understanding the composition of the workforce helps inform the organisation's risk assessment activity and assurance processes. Particular attention is given to areas that may present elevated vulnerability, including internationally recruited workers, agency workers, individuals new to the UK labour market and workers employed in sectors where labour exploitation risks are known to exist. This information is considered alongside workforce assurance checks, recruitment practices, safeguarding information, employee feedback and supplier assurance activity to support the prevention, identification and mitigation of modern slavery risks.

Our supply chains provide the goods and services needed to deliver and support our work. They include temporary labour, recruitment services, digital and IT services and hardware, professional and advisory services, occupational health, utilities, fleet vehicles and other operational goods and services. These are sourced primarily through direct suppliers, although our visibility beyond those direct relationships is still developing. Temporary labour is currently the area in which our supplier and worker welfare assurance arrangements are most developed.

Our Commitment

Avenues is committed to preventing modern slavery, human trafficking, forced labour and exploitation in all its forms. We believe every individual has the right to be treated with dignity, fairness and respect and that organisations have a responsibility to create environments where concerns can be raised safely and acted upon appropriately.

We recognise that modern slavery presents risks across the health and social care sector and that these risks can affect workers, the people we support, supply chains and wider communities. Our approach therefore focuses on prevention, awareness, effective reporting mechanisms, safeguarding, worker welfare and continuous improvement. We do not view modern slavery as a compliance exercise. Instead, we seek to create an organisational culture that supports ethical decision-making, protects vulnerable people and promotes safe and fair working practices.

The legislative and policy landscape relating to modern slavery continues to evolve. In developing its modern slavery arrangements, Avenues has had regard to emerging Government expectations regarding transparency, organisational accountability, due diligence and reporting. This includes anticipated developments arising from wider reforms relating to border security, asylum, immigration and modern slavery reporting. Whilst these changes are not yet fully implemented, Avenues has sought to proactively strengthen its governance, transparency and assurance arrangements so that the organisation is well placed to respond to future requirements.

Key Developments During 2025/26

During the reporting period, Avenues continued to strengthen its approach to preventing modern slavery and exploitation through governance improvements, risk assessment activity, workforce assurance measures and awareness raising initiatives:

- Appointment of dedicated strategic and procurement modern slavery leads.
- Completion of detailed modern slavery risk assessments covering recruitment and temporary labour supply.
- Delivery of modern slavery awareness training to senior managers and key personnel.
- Completion of twice-yearly workforce assurance checks including duplicate bank account, address and telephone number reviews.
- Twice-yearly review of the agency preferred supplier list and continued annual audit activity across agency providers.
- Continued development of organisational awareness through communications, intranet resources and safeguarding arrangements.
- Development of key performance indicators to measure the effectiveness of our modern slavery programme.
- Continued implementation of actions arising from the independent Unseen Gap Analysis.

Partnership with Unseen

Avenues recognises that preventing modern slavery requires specialist expertise, challenge and a commitment to continuous improvement. For this reason, we maintain an ongoing partnership with Unseen, a specialist UK charity working to end modern slavery.

The partnership supports Avenues to critically assess its arrangements, benchmark its practices against recognised good practice and identify opportunities to strengthen prevention, awareness, reporting and response arrangements.

During the reporting period, Unseen's expertise continued to inform our risk assessments, improvement plans, awareness activity and governance arrangements. Their challenge and guidance have helped shape our understanding of risk within both employment and temporary labour supply arrangements and have supported the development of a structured programme of organisational improvement.

The partnership remains an important part of our strategy and provides independent challenge as we continue to strengthen our approach to preventing exploitation and protecting workers.

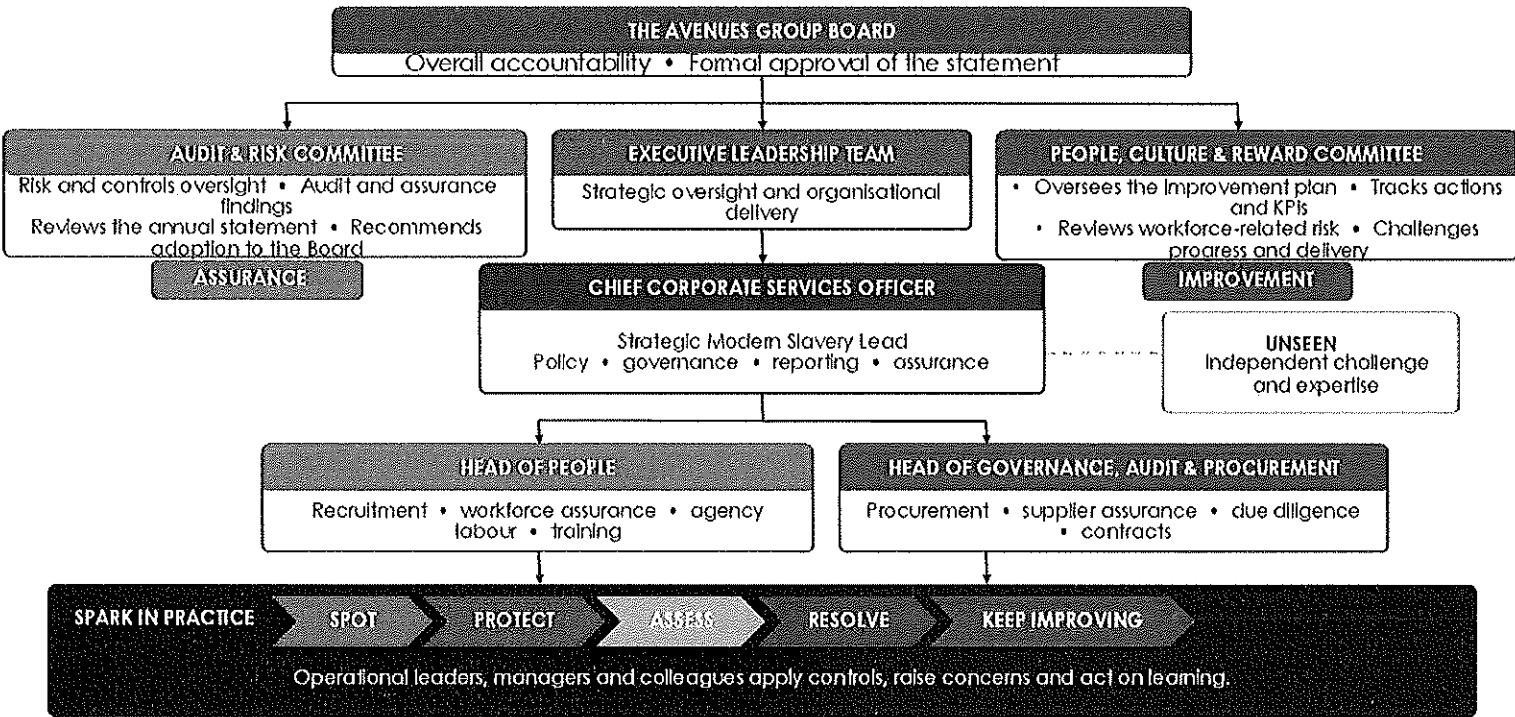
Governance and Accountability

Avenues maintains clear governance arrangements for managing modern slavery risks. The Modern Slavery Strategic Lead provides executive oversight of modern slavery prevention, awareness, reporting and response arrangements across the organisation. The Modern Slavery Procurement Lead provides leadership and oversight in relation to procurement and supply chain risks.

Responsibility for overseeing Avenues' approach to preventing modern slavery sits at both executive and board level. Operational activity, assurance findings, risk assessments, training compliance, supplier due diligence and incident reporting arrangements are overseen through the organisation's governance framework and escalated where appropriate.

Modern slavery risks, controls and improvement activity are reported regularly through executive governance arrangements and are subject to scrutiny by relevant Board committees. Updates include progress against action plans, findings from assurance activity, emerging risks, legislative developments and any significant concerns or incidents. This enables appropriate challenge, oversight and accountability and supports informed decision-making regarding resources, priorities and future improvements.

MODERN SLAVERY GOVERNANCE, ASSURANCE AND DELIVERY



During the reporting period, governance oversight supported the appointment of dedicated strategic, and procurement modern slavery leads, review of organisational modern slavery risk assessments, consideration of recommendations arising from the independent Unseen Gap Analysis and the development of key performance indicators to strengthen organisational assurance and performance monitoring. In recognition of the risks that can arise within supply chains, Avenues also made a strategic commitment to establish a dedicated procurement function. Whilst this function was not operational during the reporting period, responsibility for procurement oversight has been clearly assigned, representing an important first step in building future supply chain assurance capability.

Policies and Procedures

Avenues operates a comprehensive policy framework which supports the prevention, identification and reporting of modern slavery and exploitation. Relevant policies include:

- Whistleblowing
- Grievance
- Complaints
- Safeguarding Adults
- Agency Workers
- Safer Recruitment
- Equality, Diversity and Inclusion
- Dignity and Respect
- Health and Safety

Together, these policies support safe recruitment, fair treatment, protection from retaliation, safeguarding, confidential reporting and appropriate escalation. Our recruitment approach is based on the principle that workers should not pay recruitment fees or related costs to secure employment.

Our agency arrangements set expectations regarding worker welfare and provide for review, improvement or removal where required.

These arrangements provide multiple routes for employees, agency workers, people we support, families and members of the public to raise concerns. Reporting channels include confidential and anonymous options and signpost individuals to independent support, including the Modern Slavery and Exploitation Helpline.

The policy framework is informed by recognised human rights, employment and safeguarding standards, including the International Labour Organisation's Fundamental Principles and Rights at Work and Fair Recruitment guidance. These principles are embedded throughout Avenues' policy framework and operating practices.

International Principle	How Avenues Addresses This
Freedom to terminate employment	Reflected through employment contracts, grievance arrangements and employment practices which allow workers to leave employment in accordance with contractual notice requirements.
Freedom of movement	Supported through safeguarding, dignity and respect and modern slavery arrangements, which recognise restrictions on personal liberty as a potential indicator of abuse or exploitation.
Freedom of association and worker voice	Reflected through Equality, Diversity and Inclusion, Dignity and Respect and consultation arrangements which support employees in expressing views, raising concerns and participating in organisational dialogue without fear of detriment.
Freedom from harassment, intimidation and violence	Explicitly addressed through Dignity and Respect, Equality, Diversity and Inclusion, Grievance, Whistleblowing, Safeguarding and Health and Safety policies.
Freedom from forced or compulsory labour	Supported through ethical recruitment practices, agency worker arrangements, compliance with employment legislation and modern slavery controls.
Prohibition of child labour	Addressed through Safer Recruitment procedures, right to work checks, age verification processes and compliance with UK employment legislation.
Protection of personal identity documents	Supported through fair recruitment practices and modern slavery arrangements. The withholding or confiscation of identity documents would be recognised as a potential indicator of exploitation and investigated accordingly.

Policies are developed and reviewed through Avenues' governance arrangements, with input from relevant stakeholders across operational services, people, safeguarding, governance and procurement functions. We recognise that policies are only effective if they are understood and therefore develop them using plain English, accessible language, clear fonts and appropriate font sizes.

Policies are supported by accessibility tools, including ReachDeck, which provides text-to-speech, translation and other accessibility features to help individuals access information in ways that best meet their needs. Policies that relate directly to the people the organisation supports, such as safeguarding and safer recruitment, are available in easy-read formats to make the information easier to understand and use. Where required, alternative formats and reasonable adjustments can also be provided to support accessibility and understanding.

Every policy has an assigned owner and a mandatory review date of no more than three years from approval. Whilst policies are updated whenever legislative, regulatory or organisational changes require it, the review cycle ensures that all policies undergo formal scrutiny on a regular basis. Each policy is reviewed by a designated policy owner together with at least two additional reviewers, providing challenge, assurance and oversight throughout the review process. Policies are stored electronically in a single location to support version control, accessibility and organisational consistency. When a policy is introduced or updated, it is accompanied by a communication and summary cover sheet highlighting key changes, enabling readers to quickly understand what has changed and what they need to know. This supports consistent understanding, implementation and compliance across the organisation.

Following the reporting period, Avenues developed a dedicated Modern Slavery Policy as part of its wider People Policy Framework. The People Policy Framework was also comprehensively reviewed and redesigned to better reflect the organisation's culture, values, language and expectations whilst creating a more accessible and consistent employee experience. In undertaking this work, consideration was given to recognised worker welfare and human rights standards, including principles reflected within International Labour Organisation (ILO) guidance. Whilst not developed solely as a modern slavery initiative, the refreshed framework further strengthens Avenues' approach to ethical employment practices, fair treatment, worker welfare and the prevention of exploitation.

Our Salient Modern Slavery Risks

During the reporting period, Avenues identified recruitment and temporary labour supply as its highest-priority modern slavery risks. These risks reflect the nature of the social care sector, the use of agency labour and the potential vulnerability of some worker groups to exploitation. Further information about the assessments, controls, ownership and planned improvements is provided in the Risk Assessment and Management section.

Risk Assessment and Management

During the reporting period, Avenues maintained formal modern slavery risk assessments covering recruitment and temporary labour supply, identified as the organisation's highest priority modern slavery risks.

Assessment activity involved colleagues from people teams, relief staffing, operational services and external subject matter experts from Unseen. The assessments considered risk severity, likelihood, existing controls, control gaps and required improvement activity. Responsibility for these risks sits with the Head of People and accountability with the Modern Slavery Strategic Lead, with oversight provided through established governance arrangements.

The recruitment risk assessment identified elevated risks relating to the potential exploitation of migrant workers, the use of hidden labour intermediaries, vulnerabilities associated with low-skilled workers, insufficient awareness within recruitment and hiring teams and weaknesses within recruitment and onboarding processes. Prior to controls being applied, the risk was assessed as Impact: Major and Likelihood: Likely. Following implementation of existing controls, the residual risk was assessed as Impact: Moderate and Likelihood: Unlikely. The target risk is Impact: Moderate and Likelihood: Extremely Unlikely. The Head of People is responsible for risk oversight, and the People Resources Manager is responsible for monitoring and delivery of improvement actions.

The temporary labour supply risk assessment identified elevated risks associated with reliance on agency labour, the presence of migrant workers within the wider labour market, reduced visibility of worker welfare within agency supply chains and the operation of neutral vendor arrangements. Prior to mitigation, the inherent risk was assessed as Impact: Catastrophic and Likelihood: Almost Certain due to the potential impact on worker welfare, organisational reputation and service continuity. Following implementation of existing controls, the residual risk was assessed as Impact: Major and Likelihood: Possible. The target risk is Impact: Moderate and Likelihood: Unlikely. The Head of People is responsible for risk oversight, and the People Resources Manager is responsible for monitoring and delivery of improvement actions.

The temporary labour supply assessment was completed in August 2025 and the recruitment assessment in February 2026. Both assessments are reviewed annually and whenever there is a significant change in risk or operating arrangements. Findings from the assessments informed due diligence arrangements, workforce assurance activity and future improvement priorities.

Modern slavery remains a strategic organisational risk and is monitored through established governance arrangements, with progress reviewed through the Executive Management Team, relevant committees and the Board.

Following the reporting period, an independent review of Avenues' modern slavery arrangements was undertaken by Azets. The review concluded with a Substantial Assurance opinion and recognised the significant progress made in strengthening governance, risk management, workforce controls, awareness and organisational oversight. The review also identified procurement and wider supply chain assurance as the next phase of organisational development and improvement activity.

Due Diligence

Recruitment

Avenues undertakes due diligence to reduce the risk of modern slavery infiltrating the organisation through recruitment activities. Existing controls and future improvements have been documented to support ongoing risk reduction.

Controls in place include:

- Verification of identity and right-to-work documentation.
- Direct visual verification of candidates and identity documents during recruitment
- Standardised contracts of employment.
- Clear communication of rights and terms of employment.
- Access to policies and reporting mechanisms.
- Recruitment training for hiring managers.
- Structured induction arrangements.

Planned controls include:

- Expanding assurance arrangements relating to non-frontline recruitment agency usage.
- Exploring the introduction of enhanced contractual commitments relating to ethical recruitment practices, including reference to the Employer Pays Principle.
- Continuing to strengthen awareness and understanding of recruitment-related modern slavery risks amongst key colleagues involved in recruitment and onboarding activities.

Workforce Assurance

As part of our ongoing due diligence arrangements, Avenues completed workforce assurance checks twice during the reporting period. Reviews included duplicate bank account, telephone number and address checks to identify potential indicators of exploitation and ensure that any areas of concern were reviewed appropriately.

Whilst several duplicate addresses, telephone numbers and other personal details were identified, they were attributable to legitimate family relationships, friendships, shared accommodation arrangements and the majority aligned with information already recorded on the organisation's family relationships register. Several previously undeclared relationships were identified and subsequently recorded, a small number of employee records required updating and a limited number of situations were referred for management oversight where related individuals worked within the same service. In each case, appropriate mitigating controls were confirmed. The review did not identify any indicators of modern slavery or labour exploitation but did highlight opportunities to strengthen data quality and relationship recording arrangements.

Employees are provided with information regarding their rights, pay, conditions of service, reporting mechanisms and available support through contracts, induction, policies and ongoing communications.

Temporary Labour Supply

Temporary labour supply remains one of Avenues' highest-priority modern slavery risks and is therefore subject to enhanced due diligence. The principal risks and formal risk assessment are set out in the Risk Assessment and Management section below.

Controls designed to reduce these risks include agency audits, supplier reviews, awareness activity, workforce reporting mechanisms, whistleblowing arrangements, agency removal procedures and partnership working with Neuen and Unseen.

Working with Neuen, agencies on the preferred supplier list are subject to annual review and worker welfare assessment. The preferred supplier list was reviewed twice during the reporting period, helping ensure that agencies continue to meet Avenues' expectations regarding worker welfare and ethical employment practices.

Audit activity considers worker welfare arrangements, recruitment practices, compliance processes and indicators associated with modern slavery risk. Agencies that fail to meet expected standards are subject to additional scrutiny, improvement actions or removal from the preferred supplier framework. No direct modern slavery issues were identified, however in several circumstances concerns were identified regarding broader welfare practices such as incomplete right to work checks and training records. Those agencies were subject to additional scrutiny, or improvement plans as appropriate and were reaudited to provide assurance regarding compliance. Some were removed from the preferred supplier list where reasonable assurance could not be obtained.

Supply Chain

Avenues recognises that modern slavery risks can arise not only within direct employment but also within wider supply chains. As an organisation, we have therefore committed to strengthening our understanding and oversight of supply chain risks through the development of a dedicated procurement function and a more structured approach to supplier assurance.

During the reporting period, strategic responsibility for procurement and supply chain oversight was assigned to a named lead. This reflects the organisation's recognition that effective management of supply chain risks requires dedicated ownership and expertise. A procurement framework and supporting team were not yet in place during the reporting period.

The organisation's risk assessments, independent assurance activity and gap analysis have consistently identified procurement and wider supply chain assurance as the next area requiring development. The next phase of our modern slavery programme will therefore focus on strengthening supplier due diligence, procurement oversight and supply chain transparency.

In October 2026, Avenues will participate in a Transparency in Supply Chains workshop designed to assess organisational maturity and identify priority areas for future development. The assessment will inform the design of our future procurement framework and support the development of a proportionate, risk-based approach to supply chain due diligence.

This work forms part of a planned programme of improvement and reflects the organisation's commitment to understanding and managing modern slavery risks throughout its supply chain.

Reporting, Escalation and Remediation

If Avenues employees, people the organisation supports, volunteers or wider members of the Avenues community have a concern about modern slavery, human trafficking, labour exploitation or unethical recruitment practices at Avenues, we encourage you to report it as soon as possible. Concerns can be raised through line management, the People Team, safeguarding processes or Avenues' whistleblowing arrangements on 0800 915 1571 or online at <https://www.safecall.co.uk/report>. Reports can be made confidentially, anonymously or semi-anonymously where appropriate and translation services are available. Concerns may also be reported directly to the Modern Slavery Helpline on 08000 121 700, which is available 24 hours a day, 365 days a year and provides access to translation services. Where there is an immediate risk to safety or a crime is in progress, emergency services should be contacted.

Avenues provides multiple routes for concerns to be raised. Employees can raise concerns through grievance procedures, safeguarding processes, management arrangements or the whistleblowing framework. Independent and confidential reporting routes are available, including anonymous and semi-anonymous reporting options and access to translation services where required. No whistleblowing reports or grievances relating to modern slavery were received during the reporting period.

Where concerns are raised, our approach is person-centred, proportionate and led by safety, dignity and the wishes of the person affected wherever possible. Immediate risk is considered first. Individuals are not expected to investigate concerns themselves or take action that could increase risk. Concerns may be assessed through safeguarding, people, procurement, whistleblowing or other appropriate routes, with specialist advice or statutory agencies involved where required.

Our response may include practical and wellbeing support, changes to working arrangements, safeguarding action, supplier engagement, corrective action plans, contractual remedies, recovery of unpaid wages or recruitment fees where appropriate, and referral to relevant external agencies. Where Avenues has caused or contributed to harm, we will take appropriate action to put matters right.

Where issues sit outside our direct control, we will use the influence and leverage available to us to improve outcomes and reduce future risk. We seek to avoid action that could unintentionally cause further harm to affected workers.

Significant concerns may require a coordinated organisational response through established incident management and business continuity arrangements. Learning from concerns, audits, assurance activity, workforce feedback and specialist partners is used to strengthen policies, training, due diligence, supplier expectations and operational practice. Corrective actions are recorded and monitored through governance arrangements.

Following the reporting period, Avenues developed a Modern Slavery Reporting, Response and Remediation Procedure. The procedure provides greater clarity regarding organisational responsibilities, reporting routes, escalation arrangements and responses to concerns. It reflects the organisation's existing emphasis on prevention, professional curiosity, early reporting, protection, person-centred response, remediation and continuous improvement.

To support practical implementation, Avenues also developed SPARK, a framework that promotes a structured response through five stages: Spot, Protect, Assess, Resolve and Keep Improving.

Training and Awareness

Safeguarding e-learning is mandatory for all employees and includes awareness of modern slavery, indicators of exploitation and reporting responsibilities. This means that all employees, including office based, will have undertaken this training within 3 months of their employment commencing. 100% of employees are in receipt of a form of modern slavery training by the end of 3 months of employment. Modern slavery awareness is also reinforced through safeguarding training, induction activity, awareness campaigns and intranet resources.

Our awareness campaign for the period focussed on the findings of the gap analysis undertaken by Unseen and reinforced our commitment to making significant improvements. It went further to highlight the risks in social care including the numbers of victims affected. It was supported by information to help people spot the signs of modern slavery and shared Unseen's helpline contact details. Case studies that highlight real life cases in a social care context were shared. This was an internally focussed campaign with information hosted on a dedicated intranet page to encourage familiarity for those requiring help or guidance and was signposted via established internal communications to drive traffic.

In addition, targeted modern slavery training was delivered to senior managers and key personnel during the reporting period covering the types of modern slavery, the signs and symptoms and the mechanism by which victims can be supported and matters reported. Training completion reached 92%, exceeding the organisational target of 85%, helping strengthen the organisation's ability to identify, escalate and respond to concerns appropriately. Our target of 85% is set in consideration of the nature of our workforce and their personal circumstances. This includes consideration of long-term leave such as maternity and shift work which can impact availability.

Further training is planned for roles with increased exposure to risk, including managers and functions involved in recruitment, procurement, supplier oversight and responding to concerns. Future evaluation will consider not only completion, but also understanding, confidence to report and the extent to which learning is reflected in practice.

Measuring Effectiveness

The following KPIs were established for the reporting period and all targets were achieved:

KPI	Target	Achievement
Strategic and procurement modern slavery leads appointed	Both roles appointed	Achieved
Identified high-risk employment areas assessed, and mitigation plans developed	Completed	Achieved
Agency preferred supplier list reviewed	Twice annually	Achieved
Workforce assurance checks completed	Twice annually	Achieved
Senior managers and key personnel trained	85%	92%

These measures focus on the effectiveness of governance arrangements, risk management activity, workforce assurance, and awareness building. They demonstrate progress against the objectives established for the reporting period and provide a platform for the next phase of improvement.

Our current measures primarily evidence delivery of planned controls. During 2026/27, we will begin strengthening evaluation by considering outcomes as well as activity, including understanding and confidence following training, awareness of reporting routes, the completion and impact of supplier corrective actions, and the proportion of identified high-risk procurement activity subject to assessment and assurance.

Priorities for 2026/27

During 2026/27, Avenues will focus on embedding the foundations established through its modern slavery improvement programme and strengthening assurance arrangements across operations and supply chains. Key priorities include:

- Embedding the Modern Slavery Policy, Modern Slavery Reporting, Response and Remediation Procedure, and the SPARK framework across the organisation.
- Continuing partnership working with Unseen and progressing actions arising from both the independent gap analysis and wider good practice recommendations.
- Completing the Transparency in Supply Chains (TISC) maturity assessment and using the findings to inform the development of a proportionate, risk-based procurement and supply chain assurance framework.
- Strengthening supplier due diligence arrangements and commencing implementation of a risk-based supplier assurance programme.
- Continuing independent assurance activity, including audits of recruitment agency arrangements and associated labour supply controls.
- Expanding targeted modern slavery training to wider management groups and other colleagues with responsibilities for recruitment, procurement and safeguarding.
- Continuing workforce assurance activity, awareness campaigns and communications designed to increase understanding of modern slavery risks, indicators and reporting routes.
- Further developing the organisation's understanding of modern slavery risks across its operations and supply chains, together with the effectiveness of associated controls and mitigation measures.

The following KPIs will be used to measure progress during 2026/27:

KPI	Target
Modern Slavery Policy launched	Policy launched
Recruitment agencies audited	100%
High-risk procurement areas assessed	50%
Middle managers and key personnel trained	85%
High-risk employment areas re-assessed, and mitigation plans developed	100%
Agency preferred supplier list reviewed	Twice annually
Workforce assurance checks completed	Twice annually

KPIs are aligned to our annual modern slavery action plan both of which are developed by the Chief Corporate Services Officer. KPIs are tracked by the Head of People and in the case of new KPIs are included on the organisations balanced scorecard providing oversight to senior and executive leadership teams, committees and the board.

Approval and Publication

This statement was approved by the Board of The Avenues Group on 13 October 2026.

Signed on behalf of The Avenues Group:

Jo Land 
Group Chief Executive Officer
Date: 13 October 2026

This statement will be published on the Avenues website, with a prominent link from the homepage. Previous statements will remain available to support transparency regarding our year-on-year progress. The statement will also be submitted to the Government Modern Slavery Statement Registry.