

**Please note:** The 2025 Modern Slavery Statement was reviewed and approved at The Personnel Committee on the 4 March 2025, and will be considered by the Board on 27 March 2025. Once approved by the Board, the Statement will be published on the WPA website and also be uploaded to the UK Government Modern Slavery Statement Registry.

## **Modern Slavery Act Statement**

Pursuant to s.54 of the Modern Slavery Act 2015

This statement is made on behalf of the WPA Group, including WPA World Class Services (India) Pvt Ltd, WPA Protocol Plc and the WPA Healthcare Practice Plc.

Since the introduction of the Modern Slavery Act 2015, the WPA Group has taken the following steps to ensure slavery and human trafficking does not occur within our organisation or in our supply chain:

- Appointed the Chief People Officer supported by the Chief Executive to be responsible for anti-slavery and human trafficking, and publicised this appointment across the WPA Group and its supply chain;
- Produced a Modern Slavery Policy which applies to the WPA Group and all those within our supply chain. This Policy is formally adopted by the Board annually, thereafter it is distributed to all staff;
- Undertaken annual risk assessments, and sought confirmations of compliance with the Modern Slavery Act 2015, from a number of our suppliers, in particular those in the lower paid sectors, or are based overseas where local legislation may differ;
- Made confirmation of compliance with the Modern Slavery Act 2015 a prerequisite for both new suppliers to WPA and upon renewal of contracts with existing suppliers, where there is a more than remote risk of modern slavery;
- Established a framework for organisational accountability, to allow for employees and others to raise issues, make suggestions, voice grievances and report suspected or actual slavery or human trafficking. As at the date of this Statement, none have been received;
- Raised awareness amongst our staff and managers across the WPA Group: as to the risks of slavery and human trafficking; on the requirements of the Modern Slavery Act 2015; and its objectives together with our procedures to ensure compliance.

In summary, we remain committed to ensuring there is transparency in our business and in our supply chain, and we expect the same standards from our suppliers and service providers. This applies to all persons who work for us in any capacity, including agency workers and business partners.

This statement was approved by the Board on the 27 March 2025.

Nathan Irwin  
Chief Executive  
27 March 2025