

Which?* Anti-Slavery Statement

for the financial year ended 30 June 2023

Which? is the trading name of the Consumers' Association and its wholly-owned subsidiary, Which? Limited.

Which? takes a zero tolerance approach to slavery and human trafficking. We are committed to ensuring that they do not take place in our businesses and we take steps to ensure that they do not take place in our supply chains. These steps taken are monitored on a regular basis.

Which? is the UK's consumer champion. Based in the UK, Which? is a not for profit organisation and all for making consumers more powerful. We primarily operate within the areas of publishing, endorsements and legal and financial guidance through charitable and commercial activity. We consider the sectors in which we operate and our supply chains to be at lower risk of slavery.

The Chief Financial Officer is the appointed individual at Which? responsible for overseeing the communication of the anti-slavery and anti-human trafficking message both within the organisation and within our supply chains.

Risk assessment

Since the UK's Modern Slavery Act came into force in October 2015, we have continued to undertake annual reviews to ensure we have appropriate procedures in place and are satisfied that we do. We believe that our exposure to modern slavery risks has not increased during the year, and furthermore note that no breaches of the Modern Slavery Act 2015 were reported during the financial year ended 30 June 2023.

In order to track the overall effectiveness of our measures to eradicate modern slavery in our business and supply chain, we continue to review the performance of a set of key performance indicators that were identified last year.

Our supply chain and due diligence

Our internal policies require us to assess the risk profile of new suppliers and to put clear arrangements in place with them. Our zero tolerance approach is reflected within the standard contract terms that our suppliers agree to.

Geographically, our supply chains are predominantly based in the UK, although some suppliers also operate internationally. Where suppliers operate within industries and/or countries with a higher risk of slavery and human trafficking e.g. including industries such as cleaning services, printing services, and catering, these suppliers are subject to additional due diligence and monitoring procedures.

Internal policies and training

Which? is accredited by the Living Wage Foundation. As an accredited Living Wage employer, we are committed to paying everyone directly employed and working on our premises, whether permanent staff or contractors, a higher minimum rate of pay than the current National Living wage set by the government.

We have communicated our zero-tolerance approach to all our colleagues and will continue to do so through periodic communications. As part of our annual mandatory training, all colleagues are expected to complete modern slavery act training. Key policies, which include our Safeguarding and our Whistleblowing policies also make reference to modern slavery requirements. We offer

an independent and confidential whistleblowing process where staff can raise concerns confidentially and anonymously if they wish.

Our new Equity, Diversity, and Inclusion strategy launched earlier this year sets out our five-year goals, which includes building EDI confidence and having consciously inclusive people processes and policies. This is reinforced by our organisational values, which include bravery and care. Our quarterly employee engagement survey, which has a high completion rate, is one avenue for colleagues to express concerns, including those relating to modern slavery.

* This statement is made by the Consumers' Association on its own behalf and on behalf of Which? Limited, and was approved by the Which? Limited Board on 13 September 2023 and the Council of Trustees of the Consumers' Association on 14 September 2023.

A handwritten signature in black ink, appearing to read 'Sam Younger', with a stylized flourish at the end.

Sam Younger
Chair Council of Trustees
September 2023