

# Modern Slavery Statement 2023

**This statement is made in compliance with Section 54 of the Modern Slavery Act 2015 and sets out the steps St John Ambulance has taken during the financial year ended 31 December 2023 to ensure modern slavery, human trafficking or similar human rights violations are not occurring in its own operations or any of its supply chains.**

St John Ambulance is a charitable company with a deep heritage of caring, compassion and healthcare. Promoting the relief of sickness, distress, and suffering. Helping others at some of the most vulnerable moments in their lives.

We are proud of the work we do and how we do it, and we promise:

- To serve humanity without judgment
- To take time to care
- To be skilled to meet health needs
- To develop new and better ways to preserve and protect life.

Our core values which spell HEART are Humanity (Treating others with compassion and respect), Excellence (Taking pride in an excellent job), Accountability (Delivering what we promise), Responsiveness (Constantly learning and improving) and Teamwork (Working together effectively).

Modern Slavery in all its forms (slavery, servitude and forced or compulsory labour; and human trafficking) is an abhorrent crime and goes against everything St John Ambulance stands and strives for. St John Ambulance does not tolerate any form of Modern Slavery. We are continuously working as an organisation to learn and improve our policies, processes and procedures to ensure that everyone working for St John Ambulance or any of its suppliers is treated fairly, compassionately and respectfully. We actively seek feedback to help us on this journey.

## Organisational Structure

St John Ambulance is a charitable company registered in England and Wales with company number 03866129 and a charity registered with the Charity Commission with number 1077265/1. It is part of The Order of St John, an international humanitarian charity. It is the trading subsidiary of The Priory of England and the Islands of the Most Venerable Order of the Hospital of St. John of Jerusalem and has 15 subsidiaries which, all but one, are dormant registered entities to protect the St John brand.

As at 31 December 2023, we have 1,726 employees and 31,848 volunteers.

During the year, our main activities were:

- First aid cover for events
- Ambulance operations
- Hospital support
- Community response

- Youth programmes
- First aid training
- First aid supplies
- Campaigning and fundraising.

The Board of Trustees of St John Ambulance has overall responsibility for the governance of the charity. The day to day running of St John Ambulance is delegated to the Executive Committee chaired by the Chief Executive Officer.

In the second half of 2023 St John Ambulance commenced a transformation programme which continued into 2024.

More information on the organisational structure and governance of St John Ambulance as well as the impact of the transformation programme is available in our Annual Report and Accounts for the financial year ended 31 December 2023 which is available [here](#).

### Supply Chains

We have two main areas of procurement:

- The purchase of first aid equipment and consumables for resale in the Supplies Business and use in its charitable activities
- Procurement for the rest of the organisation.

The suppliers of the Supplies Business are largely specialist manufacturers with St John Ambulance acting as distributor for their branded products. During 2023 these two separate areas of procurement started working more closely together and the Procurement Team negotiated some major contracts. As part of the ongoing transformation programme the teams are now being combined in that all the buying roles in the Supplies Business will move into the Procurement Team.

### Organisational Policies

Our definition of Humanity is to treat others with compassion and respect. This, is the first of our HEART values which we live by and any form of Modern Slavery is not compatible with that value.

In line with our HEART values we have policies and procedures which detail how we ensure these values are acted on.

The Procurement Policy and the Contracts Policy which were introduced in 2022 were further embedded in 2023 through training.

The Procurement Policy requires the involvement of the Procurement Team in sourcing from new suppliers and that existing suppliers are engaged wherever possible.

The Contracts Policy requires input from the Legal Team for all significant contracts entered into across the organisation.

Together, the Procurement and the Legal Teams ensure that due diligence is undertaken on our suppliers to identify and mitigate risks to ensure all suppliers comply with the high ethical standards expected by St John Ambulance.

Our Freedom to Speak Up Programme encourages everyone across St John Ambulance to raise any concerns as soon as possible to ensure compliance with our values and all underlying policies and procedures.

*Speaking Up is about trying to ensure we do something about anything that gets in the way of doing the right thing, keeping people safe and acting in the best interests of St John Ambulance.*

### Due Diligence

In 2023 St John Ambulance continued trading with its suppliers who had completed our due diligence questionnaires issued in 2021.

The Procurement Team reviewed higher risk suppliers and thoroughly vetted new suppliers.

### Assessing and Managing Risk

Following the due diligence exercise outlined above and systematic reviews of suppliers as part of the Spend Smart Programme (an initiative to review St John Ambulance's overall spend and look at smarter ways of sourcing requirements across the organisation), the two main risks for Modern Slavery to occur in our supply chain are:

- International suppliers from high-risk countries
- Small suppliers providing services such as catering at local events.

The majority of suppliers from overseas occur in the Supplies Business. In 2023 there has been a drive to reduce international suppliers, in particular from high-risk countries, and to source more from UK based suppliers with established and comprehensive slavery prevention programmes. To ensure a unified approach in 2023 the Procurement Team started working more closely with the Supplies Business and negotiating some of the major contracts. The buying roles in the Supplies Business will now move into the Procurement Team as part of the ongoing transformation programme.

The risk of Modern Slavery occurring in connection with small local suppliers is managed through ongoing training.

### Performance Indicators

Following the restructuring of the procurement for the Supplies Business as described above, the Procurement Team is undergoing further changes in 2024 as part of the transformation programme. These are aimed at providing a more robust structure to support a more sustainable future and generate greater efficiencies. This will then enable the Procurement Team to review supplier data and performance more easily. Following the conclusion of this exercise the Procurement Team will revisit Performance Indicators for suppliers and the best approach for monitoring supplier performance. The Procurement Team will also in cooperation with the Internal Audit Team review the best approach to auditing suppliers (i.e. whether this can be dealt with in-house or should an external provider be appointed).

St John Ambulance is also planning to set itself targets with clear performance indicators to achieve its ambitious targets to improve its policies, processes and procedures to combat Modern Slavery.

## Training

Modern Slavery awareness training is part of our Safeguarding training. All employees and volunteers are required to complete the mandatory online Safeguarding Level 1 training which covers awareness training on all forms of abuse and human rights violations, including Modern Slavery. Certain roles are also required to complete Safeguarding Level 2 and Safeguarding Level 3 training. In addition, the Safeguarding Team runs pop-up sessions with various safeguarding topics, including topics on Modern Slavery. Additional communications and training sessions focusing particularly on Modern Slavery are being developed.

No incidents of Modern Slavery within our organisation or its supply chain were identified in 2023.

This statement was approved by the Board of Trustees on 27<sup>th</sup> June 2024 and signed on their behalf by the Interim Chief Executive, Ben Freeman.

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Ben Freeman

Interim Chief Executive, St John Ambulance