

 	<p>Modern Slavery Statement</p>
<p>Version: 3</p>	<p>Version Date:20/07/2025</p>

This statement is made as part of all companies within Ackerman Pierce Group Limited's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act).

It summarises how all companies within Ackerman Pierce Group operate, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with Section 54 of the Act, and relates to the financial year 2023 to 2024 it was approved by Raymond Jarvis Director on 20th July 2025



Raymond Jarvis
Director

Our Business

Ackerman Pierce Group is a limited company with independent companies that operate within the group structure.

Ackerman Pierce LTD is a Recruitment Company that operates within the Public Sector to provide both temporary and permanent staff to Local Authorities

Ackerman Pierce Education is a limited company operating within the Education Industry. We supply Tuition Staff to provide Education Services

Organisation’s Structure, Business, and Supply Chains

Ackerman Pierce Group Limited operates through a group structure comprising independent companies, including Ackerman Pierce Ltd (Public Sector Recruitment) and Ackerman Pierce Education (Tuition Services). Our core business involves supplying temporary and permanent staff to Local Authorities and education providers. We engage with a range of suppliers including Umbrella Companies, training providers, IT and facilities service partners, and professional compliance organisations. While the majority of our supply chain is UK-based, we recognise that certain services may involve international elements, and we remain vigilant in monitoring these relationships.

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Other Relationships

As part of our business, we also work with the following organisations:

- Investors for People: www.investorsinpeople.com
- ISO the International Organisation for Standardisation: www.iso.org
- ICO Information Commissioners Office: www.ico.org.uk
- Cyber Essentials: <https://www.gov.uk/government/publications/cyberessentials-scheme-overview>
- Provision Plus+: <https://provisionsplus.co.uk/>

Our Policies

All companies that operate under Ackerman Pierce Group have a modern slavery policy which can be provided if requested.

In addition, each business within Ackerman Pierce Group has the following policies which incorporate ethical standards for our staff:

- Corporate Social Responsibility Policy
- Allegation and Misconduct Policy
- Safeguarding Vulnerable Persons Policy

Policy Development and Review

All companies within Ackerman Pierce Group have policies that are established by our senior leadership team based on advice from HR professionals, industry best practice and legal advice. We review our policies as needed to adapt to changes.

Due Diligence Process

We have established robust due diligence processes to prevent modern slavery and human trafficking within our business and supply chains. These include:

- Supplier onboarding checks requiring evidence of compliance with the Modern Slavery Act 2015.

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- Contractual clauses mandating adherence to our ethical standards and allowing for termination in cases of non-compliance.
- Annual supplier questionnaires covering labour practices, whistleblowing procedures, and human rights commitments.
- Regular audits and spot checks to verify compliance and identify areas for improvement.

Our Processes for Managing Risk

To assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing
- We review the potential for risk at regular intervals, including the possibility of reauditing a supplier or conducting spot checks.
- Conduct risk profiling based on geography, sector, and supplier type.
- Prioritise enhanced due diligence for suppliers operating in higher-risk sectors or regions.
- Maintain clear escalation procedures for concerns raised by staff, clients, or external stakeholders.
- Collaborate with suppliers to strengthen transparency and ethical practices across our supply chain.

Effectiveness and Performance Indicators

We measure our effectiveness in preventing modern slavery through key performance indicators, including:

- Percentage of suppliers and clients providing modern slavery statements or codes of conduct.
- Number and outcomes of supplier audits, re-audits, and spot checks.
- Instances of enforcement action taken against suppliers breaching our policies.
- Levels of staff training completion and awareness scores.

We also record corrective actions taken and improvements achieved, ensuring continuous monitoring and accountability.

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After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- o We reserve the right to conduct spot-checks of the businesses who supply us, to investigate any complaints.
- o We collaborate with our suppliers to improve standards and transparency across our supply chain.

Our staff are encouraged to bring any concerns they have to the attention of management.

Our Performance

We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- o Working in line with our Modern Slavery Policy and Modern Slavery Statement
- o The percentage of our clients who sign up to an appropriate code / provide their own modern slavery statements
- o The effectiveness of enforcement against suppliers who breach policies
- o Internal audits, re-audits, spot checks, and related due diligence
- o The level of modern slavery training and awareness amongst our staff

We consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

Our Training

Our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of Senior Management. Staff receive training on modern slavery and human trafficking, including awareness-raising materials and case studies. Training is tailored to roles, with enhanced modules for management and staff involved in supplier engagement. We also provide

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refresher sessions and encourage open discussion of concerns. In addition, we engage suppliers through awareness campaigns and collaborative workshops to build capacity across our wider supply chain. As part of this, our staff are encouraged to discuss any concerns that they have.