

Modern slavery statement

Modern Slavery Statement 2023

The Modern Slavery Act came into effect in March 2015. As one way of tackling the problem of modern slavery, the Act requires that all commercial organisations, with a turnover of more than £36 million, provide an annual 'slavery and human trafficking' statement.

Introduction

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes People's Administration Services Limited's (PASL) slavery and human trafficking statement for the financial year commencing 1 April 2022 and ending 31 March 2023. As required by law this statement sets out the steps we're taking to make sure this doesn't happen.

Statement of commitment of the Board of PASL

We're committed to acting with integrity and ethically to ensure modern slavery or human trafficking risks in all our business and supply relationships remains low.

Structure of the organisation

PASL is a UK-based, not-for-profit, financial services organisation that promotes, markets, distributes and administers financial products within the People's Partnership Group of companies. It administers The People's Pension Scheme – one of the largest master trust workplace pensions in the UK.

PASL is part of the People's Partnership Group with a financial year end of 31 March and its ultimate parent company, People's Partnership Holdings Limited, employs 820 staff and operates from 2 office sites in Crawley, West Sussex.

Policies

As part of our commitment and in line with our regulatory obligations, we publish this annual statement. It outlines the policies, procedures and training we have in place to prevent incidences of modern slavery and human trafficking occurring in our business and supply chains (which includes the wider Group of companies), how we investigate suspected incidences and how we address confirmed incidences. We continuously review and update all our policies.

Our approach to supplier due diligence and risk assessment

We carry out assessments on our direct suppliers. Details of annual actions completed to identify and prevent modern slavery include:

- Inclusion of provisions in our tender process and contract terms.
- Assessing the supplier's approach to preventing slavery and human trafficking and relevant policies.
- Identifying and assessing potential risk areas in our supply chain.
- Reviewing the supplier's own slavery and human trafficking statement as published on their website.
- Where we identify issues, we will seek further information and work with our suppliers to improve their practices and procedures, or we may choose not to work with the supplier.
- Modern slavery is covered as part of our ongoing compliance monitoring and training programme. Awareness of the Modern Slavery Act 2015 is included in the mandatory training for new employees and contractors.

Business wide due diligence and risk assessment

We operate a business wide risk framework which considers broader business integrity issues supported by our Risk team.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide modern slavery induction training as part of the mandatory onboarding of new starters and then annually thereafter.

Our effectiveness in combating slavery and human trafficking

We promote a group-wide sense of responsibility to prevent modern slavery and human trafficking in our business operations.

Our work around modern slavery is complemented by our existing framework of policies including our people policies and whistleblowing policy which reinforce cultural and ethical business practices.

We continue to work with our suppliers to seek assurance that there is no modern slavery occurring within their business or extended supply chain.

We also continue to review our processes for assessing and managing the risks arising from modern slavery and human trafficking to ensure it is not taking place within our organisation or supply chain.

Signed on behalf of the
Board of People's Administration Services Limited

Veronica Oak

Veronica Oak
Chair

July 2023