

 		Modern Slavery Statement
Version: 3		Version Date: 20/07/2025

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

Our Business

Director

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

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

 		Modern Slavery Statement
Version: 3		Version Date: 20/07/2025

- Cyber Essentials: <https://www.gov.uk/government/publications/cyber-essentials-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.

Our Processes for Managing Risk

In order 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 whistle-blowing.
- We review the potential for risk at regular intervals, including the possibility of reauditing a supplier or conducting spot checks.

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.

 		Modern Slavery Statement
Version: 3		Version Date: 20/07/2025

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

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We collaborate with our suppliers in order 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:

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

All of 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 management.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed regularly.