

## Which?\* Anti-Slavery Statement

**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. As a UK-based organisation, Which? works primarily within the areas of publishing, trader endorsement and legal and financial guidance and advice through charitable and commercial activity. We consider the sectors in which we operate and our supply chains to be at lower risk of slavery.

We undertook an initial process review in 2016 to ensure we were compliant with the UK's Modern Slavery Act which came into force in October 2015. We continue 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 as a result of Covid, and furthermore note that no breaches of the Modern Slavery Act 2015 were reported during the financial year ended 30 June 2021.

## Our supply chain

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 terms that our suppliers must 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 suppliers, these suppliers are subject to additional due diligence and monitoring procedures.

## Internal policies

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. Mandatory Modern Slavery Act training is rolled-out annually for all employees, and 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.

The work we've done in year in delivering against our three year Diversity & Inclusion goals has helped us in creating a culture where people consciously call out discrimination, harassment and victimisation both internally and externally. Our quarterly employee engagement survey, which has a high completion rate, provides a safe forum for colleagues to express concerns, including those relating to modern 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.

\* This statement is made by the Consumers' Association on its own behalf and on behalf of Which? Limited, and is approved by the Which? Limited Board on 16 September 2021 and the Council of Trustees of the Consumers' Association on 30 September 2021.

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 2021