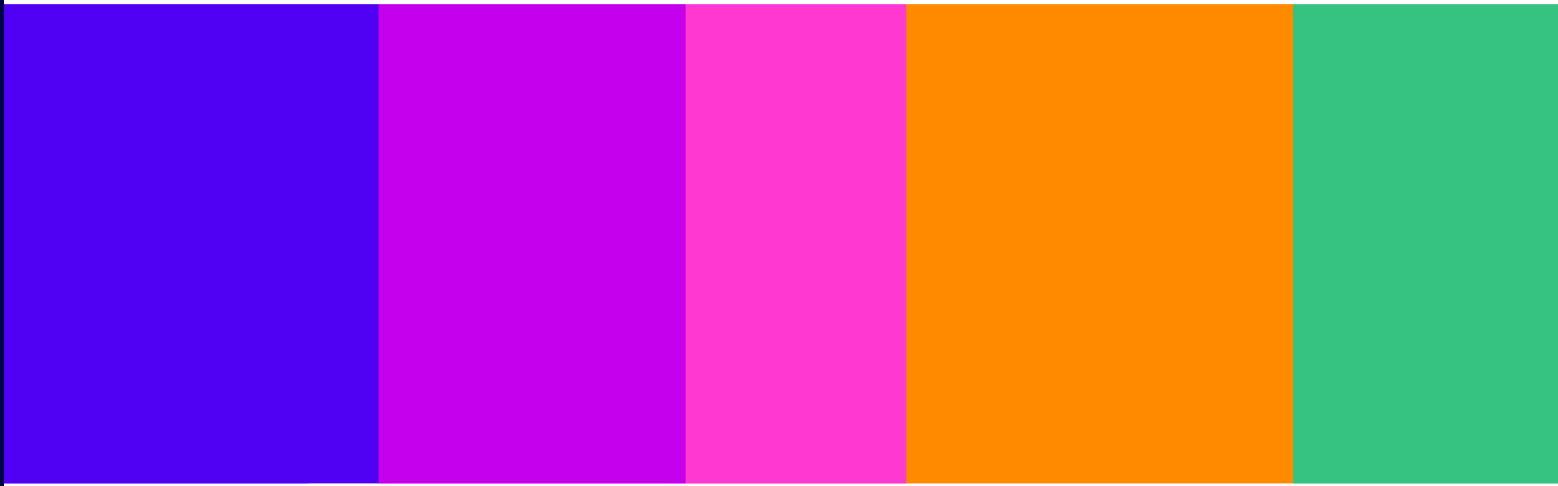


Modern Slavery Statement

2025

Published 10 September 2025



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1. Introduction

- 1.1 We do not tolerate slavery or human trafficking in our business or supply chains. We are committed to continually improving our policies and practices to play our part in tackling this.
- 1.2 This statement sets out the actions that the Office of Communications (Ofcom) has taken to get assurance that slavery and human trafficking are not taking place in its supply chains or its business, and the steps that have been taken to mitigate this risk.
- 1.3 This is Ofcom's fifth statement which builds on the statement we published last year. Over the past twelve months, we have focused on embedding the continued assessment of potential risks in our supply chain into our business-as-usual processes.

2. Organisational Structure and Supply Chain

Organisational Structure

- 2.1 Ofcom is the UK's independent communications regulator. Established under the Office of Communications Act 2002, Ofcom operates under a number of Acts of Parliament and other legislation.
- 2.2 The Communications Act 2003 states that Ofcom's principal duty is to further the interests of citizens in relation to communications matters and to further the interests of consumers in relevant markets, where appropriate by promoting competition. This underpins much of what we do.
- 2.3 Ofcom's mission is to make communications work for everyone. We regulate fixed-line and mobile telecoms, TV and radio broadcasting, post, the radio spectrum used by wireless devices, video-on-demand services established in the UK, and online safety under the Online Safety Act 2023. We help UK businesses and individuals get the best from communications services and protect them from harmful treatment and practices. Where appropriate, we promote competition, investment and innovation as the basis for delivering good consumer outcomes.
- 2.4 We are an independent public authority that is accountable to Parliament and through the Courts for our public duties, and to perform our role effectively we need to engage openly and constructively with the UK and devolved Governments. We provide technical advice to governments (for example, our work regarding the implementation of a UK broadband universal service provider) and in some cases, we act as a formal representative of the UK Government (for example, in international negotiations on spectrum).
- 2.5 Ofcom is funded by fees from industry for regulating broadcasting, communications networks and postal services. We work independently, free from political influence.

Supply Chain

- 2.6 Ofcom buys a wide range of services and supplies on which approximately £80,000,000 was spent in 2024-25. We have approximately 800 active suppliers and in the region of 300 active contracts and framework agreements supported by the Commercial team.
- 2.7 Ofcom's contract management approach is aligned with the cross-government Contract Management Best Practice Guide and supported by Ofcom's own contract rating tool which tiers contracts as gold, silver or bronze depending on their value and risk profile. All contracts over 6 months in duration and £150,000 in total value are rated. At the end of March 2025, 95 contracts were in scope of this guidance. We had 5 gold contracts, 20 silver contracts and 70 bronze contracts. The table below provides a breakdown of these contracts by spend category. The majority of the contracts are

related to low-risk services. All remaining contracts are considered to be transactional in nature.

Table 1: Breakdown of contracts by spend category

Category	Gold	Silver	Bronze	Total
Research	0	3	24	27 (28%)
ICT	4	9	13	26 (27%)
Professional Services	0	3	7	10 (11%)
Personnel related	0	3	6	9 (9%)
Learning and development	0	0	6	6 (6%)
Communications	0	0	4	4 (4%)
Facilities	1	0	3	4 (4%)
Other	0	1	3	4 (4%)
Corporate services	0	1	2	3 (3%)
Fleet	0	0	2	2 (2%)
Total	5	20	70	95 (100% ¹)

¹ The sum of individual percentages is less than 100% due to rounding.

3. Policies

- 3.1 Corporate responsibility is important to us as an employer, a customer and as a regulator, and we have a range of policies that support us in mitigating the risks of modern slavery in our business and supply chain.

People Policies

- 3.2 Our people policies and processes conform to legal requirements and good practice. Collectively, our policies prohibit any threat of violence, harassment and intimidation, compulsory overtime, child labour, discrimination, confiscation of workers' original identification documents and provide workers with freedom to terminate their employment and give access to remedy, compensation, and justice for victims of modern slavery.
- 3.3 We set out the ethical standards we expect of our colleagues in our Dignity and Respect Policy. We aim to ensure that we create a safe and inclusive working environment for all our colleagues that is free from harassment, bullying and victimisation, underpinned by mandatory learning on core subjects for all employees. We have a Grievance policy and a Whistleblowing policy, designed to give our colleagues a platform to raise concerns about any wrongdoing or poor working practices.
- 3.4 We provide a wide range of resources for employees to support their mental, physical and financial wellbeing, and to help during periods of uncertainty and stress. This includes access to the Ofcom's Wellbeing Hub, Employee Assistance Programmes and, where needed, access to counselling 24/7. These policies are available to colleagues on our intranet and are reviewed regularly.
- 3.5 We take a partnership approach to union relations. We also have an internal Colleague Forum comprised of a group of elected employees who meet with the senior management team regularly to discuss employee related issues.

Commercial Policies

- 3.6 We voluntarily apply Cabinet Office's Procurement Policy Note (PPN) 02/23 – Tackling Modern Slavery in Government Supply Chains, which supersedes PPN 05/19 of the same name. We have used this as a basis for activity over the past 12 months as well as helping us to set Key Performance Indicators (KPIs) to guide future activity. We apply this guidance to all gold, silver and bronze contracts to ensure a proportionate approach.
- 3.7 We also continued to voluntarily apply PPN 06/20 - Taking account of social value in the award of central government contracts. We require social value criteria to be applied to all contracts that are in scope of the Public Contracts Regulations 2015 where this is related and proportionate to the subject-matter of the contract. The Cabinet Office's Social Value Model is used to support this. We will continue to apply equivalent guidance over the coming year to new contracts in scope of the Procurement Act 2023.

4. Due Diligence Processes

Public Contracts Regulations 2015

- 4.1 We are a Contracting Authority under both the Public Contracts Regulations 2015 and Procurement Act 2023. For procurement exercises in scope of these regulations, we use either Cabinet Office's standard Selection Questionnaire (SQ) or Procurement Specific Questionnaire (PSQ)². Both require prospective suppliers to confirm that they do not have any convictions relating to child labour or any other forms of human trafficking and that they comply with social and labour law obligations. Tenderers are also required to confirm whether they are compliant with the annual reporting requirements of section 54 of the Modern Slavery Act 2015 (where applicable). We verify this by requiring them to provide a link to where statements are published or by providing copies of these documents.
- 4.2 Depending on the nature of the goods or services being procured, we incorporate proportionate questions about corporate responsibility into procurement processes.

Terms and conditions

- 4.3 We use our own standard terms and conditions for contracts wherever possible. These require contractors to comply with all applicable laws, statutes and regulations including the Modern Slavery Act 2015. We require contractors to notify us of any breach or potential breach of these conditions in their supply chains connected to any Ofcom contract. We also require on-demand access to their premises, personnel, systems and records to be able to verify compliance with this condition.
- 4.4 Where these terms and conditions are not used, we generally use terms and conditions developed by purchasing organisations such as Crown Commercial Service which include similar provisions or the Commercial team will negotiate bespoke terms, with specialist legal advice.

² The Procurement Specific Questionnaire (PSQ) replaces the SQ for contracts procured under the Procurement Act 2023.

5. Risk Assessment and Management

- 5.1 Ofcom reviews its Risk Management Policy annually and recognises the need to manage its risks effectively to deliver its objectives successfully. The document outlines the key aspects of Ofcom’s risk management policy to assist Executive Management in making risk-informed decisions and ensure that everyone is aware of their accountabilities and responsibilities for risk management. Our Risk Management Policy is approved by the Ofcom Board and in addition by the Chief Executive in her capacity as the Accounting Officer.
- 5.2 There is a business lead for each contract, and they are responsible for managing the relationship with the contractor. The Risk Management and Commercial teams provide advice and guidance where any risks are identified.
- 5.3 Over the past year, we have continued to take a systematic, proportionate approach to assessing our suppliers and supply chains to identify any risks of modern slavery, following the ‘Tackling Modern Slavery in Government Supply Chains’ guidance. We will continue to assess all new contracts on the same basis.
- 5.4 Where a contract is classified as medium risk or higher, we ask suppliers to complete the Modern Slavery Assessment Tool (MSAT) to find out more about the processes the supplier has in place to identify and address modern slavery risks in their own supply chains.

Supply chain mapping results

- 5.5 In previous years we have assessed all existing gold, silver and bronze contracts. This year we have focused on assessing all new in-scope contracts using the guidance to identify the following characteristics (risk areas):
- Type of industry
 - Nature of workforce
 - Supplier location
 - Operational context
 - Commodity type
 - Business or supply chain model
- 5.6 The results of all supply chain mapping undertaken in this, and previous years, are presented in the table below:

Table 2: Results of Supply Chain Mapping Exercise

Rating	Gold	Silver	Bronze	Total
High (5-6 risk areas identified)	0	0	0	0 (0%)
Medium (3-4 risk areas identified)	1	0	1	2 (2%)
Low (1-2 risk areas identified)	1	1	8	10 (11%)
Very low (0 risk areas identified)	3	19	61	83 (87%)
Total number of contracts	5	20	70	95 (100%)

- 5.7 While the number of medium or high-risk contracts has not changed in the past 12 months, one of our contracts for the provision of catering services expired and was replaced with a new Supplier following a competitive tendering exercise. The new Supplier was required to complete the MSAT. We continue to work with existing suppliers of medium risk contracts to monitor progress towards implementing the recommendations from previous MSATs via business-as-usual contract management activity.

6.Training

- 6.1 All commercial specialists working in the Commercial team are required to complete the CIPS Ethical Procurement and Supply eLearning and Test on an annual basis. Developed by the Chartered Institute of Procurement and Supply for all levels of procurement professionals, the programme and test enable the Commercial function to hone skills and knowledge and to demonstrate our commitment to ethical procurement and sustainable supply chains.

7. Performance

Progress since last year

- 7.1 Last year we committed to:
- Continue to assess all new gold, silver and bronze contracts as business-as-usual activity; and
 - Consider opportunities to raise awareness of modern slavery risks with business leads responsible for gold and silver contracts.
- 7.2 Since then, we have:
- Assessed all gold, silver and bronze contracts that have been awarded in the past year; and
 - Reviewed our code of conduct and sustainable procurement policy to ensure they remain up to date. We will continue to review annually.

Future Plans and Priorities

- 7.3 As we have now reached a point where activity to assess the risks of modern slavery in our supply chains is part of our business-as-usual processes, over the next year we will:
- Continue to assess all new gold, silver and bronze contracts as business-as-usual activity; and
 - Consider opportunities to raise awareness of modern slavery risks with business leads responsible for gold and silver contracts.

Key Performance Indicators (KPIs)

- 7.4 We will continue to measure the success of our approach against the following:
- There are no reports of any incidences of modern slavery within our business or supply chains;
 - Our staff are familiar with policies that enable them to report any concerns and they feel comfortable doing so; and
 - Contractors understand the importance of ensuring that modern slavery is not taking place within their supply chain and the consequences of not taking effective action.
- 7.5 To support this, we will continue to use the following KPIs for the next year:
- Risk assess all new gold, silver and bronze contracts within 3 months of contract commencement;
 - 100% of suppliers complete a MSAT where it is deemed necessary; and
 - 100% of commercial specialists successfully complete the CIPS Ethical Procurement and Supply eLearning and Test.

8.Approval

- 8.1 We are making this statement on a voluntary basis in the form set out in section 54 of the Modern Slavery Act 2015. This statement was approved by the Ofcom Board on 16 July 2025 and has been signed by Melanie Dawes, Chief Executive of Ofcom on behalf of the Ofcom Board.

Dame Melanie Dawes

Chief Executive