

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.

As a UK-based organisation which seeks to empower consumers through charitable and commercial activity, Which? works primarily within the areas of publishing, trader endorsement and legal and financial guidance and advice. 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. No breaches of the Modern Slavery Act 2015 were reported during the year.

Our supply chain

Our internal policies require clear arrangements to be put in place with all new suppliers, and our zero tolerance approach is reflected within our due diligence processes and 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. industries such as cleaning services, printing services and food 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. Annual mandatory Modern Slavery Act training will be rolled-out for all employees within the financial year. 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.



Tim Gardam
Council Chair
September 2019