

Modern Slavery Statement 2022

This statement is made in compliance with Section 54 of the Modern Slavery Act 2015 and sets out the steps St John Ambulance has taken during the financial year ended 31 December 2022 to ensure modern slavery, human trafficking or similar human rights violations are not occurring in its own operations or any of its supply chains.

St John Ambulance is a charitable company with a deep heritage of caring, compassion and healthcare. Promoting the relief of sickness, distress, and suffering. Helping others at some of the most vulnerable moments in their lives.

We are proud of the work we do and how we do it, and we promise:

- To serve humanity without judgment
- To take time to care
- To be skilled to meet health needs
- To develop new and better ways to preserve and protect life.

Our core values which spell out HEART are Humanity (Treating others with compassion and respect), Excellence (Taking pride in an excellent job), Accountability (Delivering what we promise), Responsiveness (Constantly learning and improving) and Teamwork (Working together effectively).

Modern Slavery in all its forms (slavery, servitude and forced or compulsory labour; and human trafficking) is an abhorrent crime and goes against everything St John Ambulance stands and strives for. St John Ambulance does not tolerate any form of Modern Slavery. We are continuously working as an organisation to learn and improve our policies, processes and procedures to ensure that everyone working for St John Ambulance or any of its suppliers is treated fairly, compassionately and respectfully. We actively seek feedback to help us on this journey.

Organisational Structure

St John Ambulance is a charitable company registered in England and Wales with company number 03866129 and a charity registered with the Charity Commission with number 1077265-1. It is part of The Order of St John, an international humanitarian charity. It is the trading subsidiary of The Priory of England and the Islands of the Most Venerable Order of the Hospital of St. John of Jerusalem and has 15 subsidiaries which, all but one, are dormant registered entities to protect the St John brand.

As at 31 December 2022, we have 1,684 employees and 44,385 volunteers.

During the year, our main activities were:

- First aid cover for events
- Ambulance operations
- Hospital support
- Community response

- Covid 19 Vaccinations
- Youth programmes
- First aid training
- First aid supplies
- Campaigning and fundraising.

The Board of Trustees of St John Ambulance has overall responsibility for the governance of the charity. The day to day running of St John Ambulance is delegated to the Executive Committee chaired by the Chief Executive.

More information on the organisational structure and governance of St John Ambulance is available in the Annual Report and Accounts for the financial year which ended 31 December 2022.

Supply Chains

We have two main areas of procurement:

- The purchase of first aid equipment and consumables for resale in the Supplies Business and use in its charitable activities
- Procurement for the rest of the organisation.

The suppliers of the Supplies Business are largely specialist manufacturers with St John Ambulance acting as distributor for their branded products. The procurement for the rest of the organisation is led by the Procurement Team and comprises everything that the charity requires for its day-to-day operations.

Organisational Policies

Our definition of Humanity is to treat others with compassion and respect. This, is the first of our HEART values which we live by and any form of Modern Slavery is not compatible with that value.

In line with our HEART values we have policies and procedures which detail how we ensure these values are acted on.

With regards to procurement, two new policies were approved by the Executive Committee in 2022: the Procurement Policy and the Contracts Policy.

The Procurement Policy requires the involvement of the Procurement Team in sourcing from new suppliers and that existing suppliers are used wherever possible.

The Contracts Policy requires input from the Legal Team for all contracts entered into across the organisation.

Together, the Procurement and the Legal Teams ensure that due diligence is undertaken on our suppliers to identify and mitigate risks to ensure all suppliers comply with the high ethical standards expected by St John Ambulance.



Our Freedom to Speak Up Programme encourages everyone across St John Ambulance to raise any concerns as soon as possible to ensure compliance with our values and all underlying policies and procedures. As our Chief Executive has put it:

Speaking Up is about trying to ensure we do something about anything that gets in the way of doing the right thing, keeping people safe and acting in the best interests of St John Ambulance.

Due Diligence

In 2022 St John Ambulance continued trading with its suppliers who had completed our due diligence questionnaires issued in 2021.

New suppliers were more thoroughly vetted by the Procurement Team.

Assessing and Managing Risk

Following the due diligence exercise outlined above and systematic reviews of suppliers as part of the Spend Smart Programme (an initiative to review St John Ambulance's overall spend and look at smarter ways of sourcing requirements across the organisation), the two main risks for Modern Slavery to occur in our supply chain are:

- International supplies from high-risk countries
- Small suppliers providing services such as catering at local events.

The majority of supplies from overseas occur in the Supplies Business. To ensure a unified approach in early 2023 it was decided that the Procurement Team would take over the sourcing, negotiation and overall contract management for the Supplies Business. The buyers responsible for the purchasing for that part of the organisation will then call off items under these centrally managed contracts as and when required.

The risk of Modern Slavery occurring in connection with small local suppliers is managed through ongoing training.

Performance Indicators

Following the restructuring of the procurement for the Supplies Business as described above, the Procurement Team will consider setting Performance Indicators for suppliers and the best approach for monitoring supplier performance. The Procurement Team is also reviewing the best approach to auditing suppliers (i.e. whether this can be dealt with inhouse or should an external provider be appointed).

St John Ambulance is also planning to set itself targets with clear performance indicators to achieve its ambitious targets to improve its policies, processes and procedures to combat Modern Slavery.

Training

Modern Slavery awareness training is part of our Safeguarding training. All employees and volunteers are required to complete the mandatory online Safeguarding Level 1 training which covers awareness training on all forms of abuse and human rights violations, including Modern Slavery. Certain roles are also required to complete Safeguarding Level 2 and Safeguarding

Level 3 training. In addition, the Safeguarding Team runs pop-up sessions with various safeguarding topics, including certain topics relating to Modern Slavery. Additional communications and training sessions focusing particularly on Modern Slavery are being developed.

No incidents of Modern Slavery within our organisation or its supply chain were identified in 2022.

This statement was approved by the Board of Trustees on 23 May 2023 and signed on their behalf by the Chief Executive, Martin Houghton-Brown.



Martin Houghton-Brown

Chief Executive, St John Ambulance

