

maximus

MODERN SLAVERY

STATEMENT

Date of renewal: 30 September 2024



Foreword by **Dr Paul Williams**

Our aim is to deliver positive outcomes in communities, influencing the long-term wellbeing and resilience of individuals and society, leaving a legacy where we work.

As a responsible business, and one that supports vulnerable people to access support in their community, I am proud that we have earned a reputation for an unwavering commitment to the highest ethical principles and values. To maintain this reputation, we must demonstrate consistent standards of accountability, integrity, responsibility, and ethics in our daily activities, across the organisation and around the world, and across all disciplines. Improving our working practices to identify and act upon the risk of modern slavery is an important part of this work.

We are committed to introducing appropriate

controls to safeguard business areas that may be at risk of exposure under the Modern Slavery Act. This focus extends both internally and externally, and we work closely with our third-party suppliers to ensure that our relationship and their individual working practices align to the Act.

This statement sets out our structure, policies, performance, training, risk and due diligence relating to modern slavery and is made pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending 30 September 2024.

Dr Paul Williams
UK Division President

Statement of activity and achievements

Modern slavery is an umbrella term for all forms of slavery, human trafficking and exploitation. Our activity and achievements relating to Modern Slavery Act compliance is divided into four sub-categories and we outline our performance and due diligence in each:

Structure and feedback

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Risk

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Our approach to reporting and feedback reflects an important aspect of our open culture of communication, with channels enabling colleagues, customers, suppliers and other business partners to raise concerns. These include:

- Promoting our Whistleblowing policy and ethics hotline to colleagues so they can report without fear of retaliation.
- Creating a safe environment for colleagues upon discovering information they believe shows serious malpractice or wrongdoing within Maximus.
- Training for all colleagues on safeguarding processes and the components of the Modern Slavery Act, to support them to identify and report potential breaches in a timely way.



During 2022, we introduced new company values to underpin everything we do. More than 13,000 colleagues across the global Maximus business helped define our six values. These values guide our actions and behaviours, and align with our commitment to feedback, communication, and acting with integrity at all times.

OUR
Values.





We regularly review and update our policies and codes of conduct to ensure compliance with the Modern Slavery Act, and to improve our processes both within our business and across our provider networks.



Our **Safeguarding Children and Vulnerable Adults Policy** ensures the business has a designated person responsible for safeguarding and that our colleagues are appropriately equipped to understand and identify potential safeguarding concerns. We also provide appropriate training for all colleagues who may come into contact with potentially vulnerable customers when delivering services either remotely or in person.

Our **Diversity, Equity and Inclusion (DEI) policy** support our goals to build an inclusive culture where all colleagues are valued and respected. We embed DEI in all that we do and this is evidenced through transparent planning, measurement, reporting and accountability.

Our **Supplier Code of Conduct** introduced in the UK in 2021 sets out our commitments to partner only with suppliers who comply with our ethical code of conduct, exclude suppliers who commit acts of misconduct and improve social outcomes for those we serve. In 2022 we mapped Modern Slavery in our Supply Chain and in 2023 developed KPIs and report on them transparently.

Our **Procurement Policy** sets out our commitments to maintain high standards of industry practice and comply with any legislation or ethical standards for our prime contracts and the customers we serve.

Our **Recruitment processes** are compliant with UK employment law, including eligibility to work checks, the issuing of employment contracts and checks to ensure that anyone employed with us is aged 16 or above.

Our **Pay and Rewards processes** are benchmarked within our markets and reviewed on an annual basis, including the offer of a wide range of support to our people to improve their wellbeing, both physically and mentally. This includes maintaining our Real Living Wage accreditation by paying colleagues and those within our supply chain who qualify for payment of the Real Living Wage.



We ensure that colleagues receive appropriate training to raise awareness of modern slavery, and to identify the signs of a potential safeguarding concern or legal breach of the Modern Slavery Act.

Training on our Anti-Slavery and Human Trafficking Policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for customer-facing colleagues who work for us. All customer-facing colleagues complete mandatory safeguarding training on an annual basis, with additional e-learning provided for colleagues in specific sectors and roles

Recognising the importance of promoting a culture of compliance and sharing of best practice across our suppliers and partner networks, 100% of our Procurement team received Modern Slavery Training in 2022.





Our identified areas of risk in our tier 1 supply chains are primarily in the UK Service Sectors (Facilities Management, Taxis and Warehousing). Further down the tiers in our supply chain, we source imported electronic products at risk of modern slavery, albeit our purchase volumes and leverage with mainly commoditised products is relatively low.

To ensure all our colleagues, partners in our supply chains and contractors comply with our values, each part of the business has implemented an internal policy and a supply chain compliance programme that consists of robust due diligence and ongoing monitoring. We operate robust systems and policies to identify, assess and monitor the risk areas in our supply chain and to mitigate the risk of slavery and human trafficking occurring. Where relevant suppliers are contractually obliged to comply with all applicable laws and regulations in relation to the Modern Slavery Act 2015.

Performance Indicators



KPI 1 - All of our relevant suppliers are subject to annual Modern Slavery due diligence checks.

KPI 2 - All Procurement colleagues will receive annual Modern Slavery Training.

KPI 3 - All reported incidents are investigated and recorded.





About Maximus

We employ 5,000 highly trained colleagues to deliver services across 285 sites. We specialise in Assessments, Health, Employability, and Connect services to a range of government and private sector clients.

We help people find employment, access support and remain healthy in their workplace or community.

Our commitments include:



maximus

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