

Modern Slavery Statement 2025

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 2025 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 (the Charity) 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 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 registered charity 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 now has 14 subsidiaries which, all but one, are dormant registered entities to protect the St John brand.

Whilst there were further organisational changes in 2025, this did not impact the governance structure and the Board of Trustees of St John Ambulance remains the governing body of the Charity. The day to day running of St John Ambulance is delegated to the Executive Leadership Committee chaired by the Chief Executive.

More information on the organisational structure and governance of St John Ambulance as well as the impact of the transformation programme is available in our [Annual Report and Accounts](#) for the financial year ended 31 December 2025.

Supply Chains & Due Diligence

As planned, during 2025, the Procurement Team carried out a sourcing exercise for a supplier vetting and audit partner. A preferred supplier has been identified and the Charity is finalising the terms of engagement and to introduce enhanced vetting and auditing in 2026.

The Charity required 476 existing suppliers to refresh their responses to the Supplier Evaluation Questionnaire (SEQ). The updated SEQ required suppliers to expressly commit to the Charity's Ethical Sourcing Policy.

To further strengthen the supplier due diligence process the Charity made improvements to the existing purchase order requisitioning system so that no purchase orders can be raised for suppliers who have not submitted an up to date SEQ which has been approved by the Procurement Team. As part of the Charity's commitment to sustainable and ethical sourcing, the Charity's Environmental, Social and Governance (ESG) Manager reviewed the SEQ and discussed improvements where necessary.

Organisational Policies

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

The new Ethical Behaviours Framework, developed in 2024, was launched on 5 February 2025. Workshops were held across the Charity to clearly set out the expected conduct of all St John people, including the protection of anyone in vulnerable circumstances. These workshops sought to embed the Ethical Behaviours Framework throughout the Charity in 2025.

The Safeguarding Policy underwent a major revision in 2025 and is currently being finalised for publication in 2026. The Safeguarding Policy explains Modern Slavery and sets out indicators for identifying potential victims. Through ongoing training, awareness briefings, and close collaboration with external agencies, we work to ensure our safeguarding practice and modern slavery prevention remain embedded across all areas of our organisation.

Assessing and Managing Risk & Performance Indicators

As part of its commitment to sustainable and ethical sourcing, the Charity developed a plan to achieve ISO 14001 accreditation which was signed off by the Board of Trustees in 2025.

Whilst undertaking the sourcing exercise for a supplier vetting and audit partner (as explained above), suppliers who were considered high risk were asked to provide an independent report from a reputable provider in addition to their completed SEQ.

The new supplier vetting and audit partner will be expected to support the Charity in finalising its internal performance indicators to monitor its effectiveness and provide assurance to the Board of Trustees.

Training

St John Ambulance continued to require all St John people to complete Safeguarding training (which includes training on the prevention of modern slavery) appropriate to their specific role. A Mandatory Training Advisory Group was established to enhance completion monitoring and ensure compliance by all St John people. Following the Safeguarding Policy review in 2025, it is planned that the Safeguarding training will be reviewed in 2026.

In addition, as part of the Safeguarding Team's regular Awareness Briefings, the Safeguarding Team communicated briefings focused on Modern Slavery. Safeguarding is central to St John Ambulance's approach to preventing and responding to Modern Slavery

No incidents of Modern Slavery within our organisation or its supply chain were identified in 2025.

This statement was approved by the Board of Trustees on 26 February 2026 and signed on their behalf by the Chief Executive, Shona Dunn.

A handwritten signature in black ink, appearing to read 'Shona Dunn', with a small flourish at the end.

Shona Dunn

Chief Executive, St John Ambulance

