

Modern Slavery Statement 2024

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 2024 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 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 has fifteen subsidiaries which, all but one, are dormant registered entities to protect the St John brand.

In the second half of 2023 St John Ambulance commenced a transformation programme which continued into 2024. However, 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 Officer.

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 2024.

Supply Chains & Due Diligence

As planned, during 2024, the buying roles supporting the Supplies Business were moved into the Procurement Team and the team commenced a review of suppliers with a view to reducing the number of suppliers to enable better supplier management and effective oversight of the supply chain in 2024. In addition, Supplier Evaluation Questionnaires were required from all new suppliers and repeated for existing suppliers with whom the charity intends to continue trading.

During 2025, the Procurement Team will embark on a tender exercise for a supplier vetting and audit partner.

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.

In 2024 the charity focused on developing a new Ethical Behaviours Framework which was first communicated to senior managers towards the end of 2024 and published across the charity on 5 February 2025. As part of the Ethical Behaviours Framework St John Ambulance sets out clear expectations in respect of the conduct of all St John people (employees and volunteers), including information and guidance on the prevention of all forms of modern slavery.

Assessing and Managing Risk & Performance Indicators

As stated above, there was a review of suppliers to improve the oversight of the supply chain in 2024. In addition, organisational changes have led to a fresh review of our risk profile. A key decision has been to strengthen the oversight arrangements and to ensure performance indicators of this area form a part of the broader performance framework development for the Executive to monitor closely and provide Trustees with appropriate assurance of its effective management.

Training

In addition to ongoing Safeguarding training (which includes training on the prevention of modern slavery), St John Ambulance has developed workshops, guidance and other training materials to embed the Ethical Behaviours Framework which will be rolled out in the first half of 2025 following the launch on 5th February 2025.

No incidents of Modern Slavery within our organisation or its supply chain were identified in 2024.

This statement was approved by the Board of Trustees on 18 February 2025 and signed on their behalf by the Chief Executive, Shona Dunn.



Shona Dunn

Chief Executive, St John Ambulance