

Modern Slavery Statement

We will not work with any business or organisation which is involved in modern slavery



About this statement

This statement, signed by Valerie Hughes-D'Aeth on 9 December 2024, is our response to the UK's Modern Slavery Act 2015.

It sets out the steps we have taken, during the financial year ending 30 June 2024, to ensure our supply chains are slavery-free.

Summary

Our purpose is to champion better work and working lives. We wholeheartedly endorse the [UK's Modern Slavery Act 2015](#). The requirement for transparency across supply chains is a crucially important development in tackling slavery and human trafficking.



Together with our worldwide community of more than 160,000 members, we promote the responsible and fair treatment of people within our sphere of influence. We will not knowingly trade or partner with any organisation which is involved in modern slavery or human trafficking.”

Valerie Hughes-D'Aeth, Chair of the Board

Our purpose and structure

The Chartered Institute of Personnel and Development is the professional body for HR and people development and our purpose is to champion better work and working lives.

We are registered as a charity in England and Wales, Scotland and Ireland, and incorporated by Royal Charter. We are the parent company of CIPD Ireland, CIPD Enterprises Ltd, CIPD Asia Ltd and CIPD Middle East FZ-LLC. Across our group we have over 350 employees in the United Kingdom, the Republic of Ireland, Singapore and Dubai. This statement relates to the CIPD and its subsidiary entities.

Our supply chains

Our supply chains include publishing and printing services, IT services, conference and venue suppliers, training providers and consultants, and marketing and PR services. We procure these

services both centrally, from our head office in the UK, and locally within our markets across the globe.

Our policies and processes

We have appropriate processes and policies in place to mitigate the risk of modern slavery and human trafficking in our organisation and supply chains. Our Audit and Risk Committee reviews and approves these policies every two years.

Our procurement process requires all suppliers and contractors to comply with the Modern Slavery Act 2015, and we expect them to demonstrate a zero-tolerance approach to exploitation. Our standard terms and conditions for the purchase of goods and services allow for termination in the event of non-compliance.



“We take a zero-tolerance approach to modern slavery. We are committed to combatting slavery and human trafficking, and to acting ethically, transparently and with integrity in all of our transactions and relationships”.

Peter Cheese, CEO

Our people

We provide regular training to all our people to increase their awareness of modern slavery and human trafficking so they're able to understand, identify and report on these risks. We are committed to maintaining an honest and ethical culture, ensuring our people are aware of our anti-bribery policy and zero-tolerance approach to bribery and corruption. We also have a whistleblowing policy and provide a confidential, independent whistleblowing hotline for employees to report any concerns.

UN Global Compact

In May 2023, we applied to join the UN Global Compact, to show our commitment to international human rights. We pledged to operate in line with its ten principles and to advance them within the people profession and our wider community. We became members in November 2023.

Governance and compliance

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 June 2024.

It has been approved by the Board and has been signed on their behalf by Valerie Hughes D'Aeth, Chair of the CIPD Board, on 9 December 2024.

A handwritten signature in black ink, appearing to read 'Valerie'.

Valerie Hughes D'Aeth
Chair of the CIPD Board