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Modern Slavery Declaration

Introduction

This statement is made in compliance with s.54 of the Modern Slavery Act 2015 and shows how Peter Bates Associates Ltd ensures that slavery and human trafficking do not take place in any part of its business or supply chain.

About Peter Bates Associates Ltd

Peter Bates Associates Ltd is a small independent consultancy working mainly in the health and social care sector. As a small organisation, there is no formal obligation to prepare a Modern Slavery Declaration, but, as an ethical company, we wish to adopt and uphold these important practices. Our suppliers are providers of niche consultancy services based in the UK.

Philosophies and policies

Respect for human rights drives all consulting work delivered by the company and aligns with the underlying principles of the Modern Slavery Act 2015 and the [UN Guiding Principles on Business and Human Rights](#). This means that any sign of forced labour, child labour, domestic servitude, human or sex trafficking or workplace abuse will be brought to the attention of the relevant authorities.

Treating people with respect and upholding their human rights shapes the company's approach to a wide variety of practices that, taken together, reduce the risk of modern slavery occurring in our business or supply chain. These practices include creating an open culture where everyone's voice is heard, only taking on work that aligns with the values of the company, setting out obligations in an Associates Agreement, clear practices in respect of recruitment, supervision, training, and terms and conditions of employment, and due diligence.

As a consultancy service working with organisations who are in contact with citizens who may lack mental capacity and support agencies that often employ staff at some of the lowest pay levels in our society, Peter Bates Associates Ltd will be diligent in considering whether modern slavery is taking place in any of the services with whom we are in contact, and taking action to challenge this should it be found.