

Anti-Slavery and Human Trafficking Statement

1 April 2025 – 31 March 2026.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Ordnance Survey Limited (OS) has taken to ensure that modern slavery and human trafficking are not taking place in our business or supply chain.

We have a zero-tolerance approach to any form of slavery and human trafficking and are committed to acting ethically and with integrity and transparency in all our business dealings.

We are committed to creating effective systems and controls to safeguard against any form of slavery and human trafficking within our business and our supply chain and impose those same high standards on our contractors and suppliers.

1. Company business, organisational structure, and supply chain

1.1 Company business

OS is a public corporation incorporated in England and Wales and wholly owned by the Department for Science, Innovation and Technology (DSIT).

We operate as the UK's National Geospatial Authority, providing the trusted location data that underpins everyday life. Our purpose is to provide pioneering geospatial capability for the benefit of the United Kingdom helping to position the UK at the forefront of geospatial advancement, drive innovation and sustain prosperity and economic growth, and deliver geospatial infrastructure to support the UK economy, security and public services.

Our four strategic aims are to:

- 1) Deliver the national mapping service for Great Britain;
- 2) Act as a technical authority, expert advisor and delivery partner on location data, authoritative positioning and geospatial matters with UK, Scottish and Welsh governments;
- 3) Support the development of a world-leading geospatial ecosystem and capabilities in the UK; and
- 4) Grow the long-term value of the organisation

We formally recognise two Trade Unions for the purposes of collective consultation and negotiations.

1.2 Organisational structure

As at 31 March 2026 OS is the parent company of the following, collectively (the Group):

- Ordnance Survey Leisure Limited (OSL)
- Ordnance Survey International Services Limited (OSIS).
- OSIS has a Dubai Free Zone Limited Liability Company (Ordnance Survey International Services (FZ-LLC)), which has a branch in Dubai.
- Dennis Maps Limited (DM)

DM does not meet the criteria under the Modern Slavery Act 2015 for publishing an annual modern slavery and human trafficking statement but does so voluntarily on its website: [Anti-Slavery Policy Statement](#).

As at 31 March 2026, the Group:

- employed 1,329 employees worldwide; and
- had a global annual turnover of approximately £198.7 million.

1.3 Supply Chains

We license a range of mapping products to businesses, local and central government bodies, OS Partners and consumers.

We procure a range of goods and services from a diverse supply chain to support our activities, we have an extensive global supply chain, located in (including but not limited to):

- the United Kingdom;

- mainland Europe;
- the United States;
- India; and
- other global territories.

Procured goods and services for 2025-26 were valued at approximately £101 million.

We work with a wide range of different suppliers, subcontractors and OS Partners, each of which will have their own subcontractors, affiliates, and associated entities.

Suppliers are categorised using a tiering model, based on factors such as value, strategic importance, and risk, to determine the level of due diligence required.

2. Policies

We have a range of policies which support ethical conduct, employee protection and mitigate the risks of modern slavery and human trafficking in our business and supply chain. Our employees are familiar with our policies which enable them to report any concerns.

All policies are regularly reviewed and updated, with several being revised during this reporting period.

2.1 Internal policies

Relevant internal policies include the following:

2.1.1 Raising concerns and reporting:

- **Modern Slavery Act guidance** – sets out our position on modern slavery and human trafficking, it explains how employees can identify any instances of this, where they can go for help, and what to do if they suspect a case of forced labour, hidden labour, human trafficking, and exploitation.
- **Whistleblowing Policy** – ensures that all employees know they can raise concerns about how colleagues are being treated, or practices within our business and supply chain, without fear of reprisals. This specifically includes concerns about modern slavery and human trafficking.

2.1.2 Procurement and supply chain:

- **Procurement Policy** – confirms OS follows the Procurement Act 2023 and relevant government requirements. Requires that suppliers adhere to OS's Supplier Code of Conduct and applicable legislation.

2.1.3 Workforce standards and employee wellbeing:

- **Security Policies** – all employees are required to meet the minimum UK Baseline (UKBPSS) to confirm eligibility to work in the UK (nationality and right to work) and suitability for employment (criminal record checks and career history).
- **Employment policies** – including, but not limited to, Resourcing, Physical Security, Bullying and Harassment, and Inclusion and Diversity policies stipulate that OS must provide an inclusive and accessible work environment and culture where employees feel safe, respected, and valued, free from bullying, harassment, and discrimination.
- **Wellbeing policy** – promotes a safe, inclusive and supportive workplace, supporting employees mental, physical and financial wellbeing and encouraging open communication and proactive support across the business.

2.1.4 Business Practice and governance:

- **Fraud Prevention Policy and Response Plan** – establishes a zero-tolerance approach to fraud, theft, bribery and corruption, supported by robust governance, risk management and internal controls.
- **Other guidance and mandatory training relating to good business practice** – which support ethical conduct, legal compliance and responsible business practices and encourages employees to identify and report concerns, including issues relating to modern slavery and human trafficking.

2.2 External policies

Relevant external policies are available on our website and include the following:

- **Supplier Code of Conduct** – states that suppliers must comply with all applicable human rights and employment laws in the jurisdiction in which they work and have robust means of ensuring their sub-contractors in their supply chain comply. This includes compliance with the Modern Slavery Act 2015.

- **Fraud Prevention and Anti-Bribery & Corruption policy** – sets out our zero-tolerance approach to fraud, bribery and corruption and our commitment to conduct our business fairly, honestly and transparently, in compliance with relevant legislation.
- **Health and safety policy** – we are committed to providing and maintaining a safe and healthy working environment, and our aim is to minimise workplace accidents and illness through effective risk management, training, supervision and compliance with health and safety legislation.

3. Due Diligence Processes

We undertake due diligence to assess and mitigate the risks of modern slavery and human trafficking in our business and supply chains.

3.1 Procurement and supplier onboarding

Under the **Procurement Act 2023** suppliers participating in OS tendering and contract award process must register on the Government Central Digital Platform (CDP) and provide a valid CDP registration number for procurement validation.

As part of this process suppliers are required to complete a Modern Slavery Act 2015 due diligence questionnaire confirming compliance with the Modern Slavery Act 2015.

Depending on the level of risk identified in our assessment processes and / or depending on the tiering of the supplier, additional due diligence questions may be incorporated into the tender process, additional annual reporting requirements implemented, and additional terms incorporated in the contract.

3.2 Ongoing supplier monitoring

We continue to review information from existing suppliers, which includes:

- obtaining annual assurance on modern slavery and human trafficking risks on all Gold and Silver suppliers;
- using an assessment tool to determine the level of contract management requirement,
- contract management meetings; and

- annual due diligence questionnaire based on the UK Government Modern Slavery Tool, which includes commitments to ensure no modern slavery occurs within their business and supply chains.

3.3 Supplier expectations and contractual controls

We expect all suppliers to have suitable policies and processes in place within their own business and supply chains to prevent child labour, modern slavery and human trafficking.

We seek to include modern slavery protections within our contracts by generally using either our own standard terms and conditions, or appropriate equivalent frameworks, such as those provided by the Government Commercial Agency which requires compliance with applicable laws, statutes and regulations including the Modern Slavery Act 2015 and our Supplier Code of Conduct, and for suppliers to flow these obligations down to subcontractors where subcontracting is approved.

Our suppliers understand the importance of ensuring that modern slavery and human trafficking is not taking place within their business and supply chain.

3.4 Risk management and governance

We undertake proportionate, risk based due diligence.

We monitor the effectiveness of our approach to preventing modern slavery and human trafficking regularly and review the risks and the controls in place as part of our corporate risk register. Modern slavery has a dedicated operational risk owner, with oversight and reporting from our Executive Leadership team and in turn oversight from our OS Audit and Risk Committee which reports to our Board of Directors.

To manage identified risks, we:

- apply enhanced due diligence to higher-risk suppliers;
- require risk assessments by suppliers;
- monitor suppliers through contract management processes, and
- retain the right to audit and terminate contracts where necessary.

The measures we put in place are designed to:

- identify, assess, and monitor potential risk areas in our business and supply chains; and
- reduce the risks of modern slavery and human trafficking occurring in our business and supply chains.

Due diligence assessments, supplier responses, and associated risks are recorded and retained for audit purposes.

Additional information on our procurement processes is available on our website ['General procurement and tender opportunities'](#).

4. Training

We provide training to ensure all employees understand modern slavery and human trafficking risks and their responsibilities:

- all employees complete mandatory modern slavery awareness training as part of onboarding and at regular intervals;
- this training must be completed within 3 months of joining OS and is refreshed every 18 months;
- training completion rates are monitored and reported.
- In addition, procurement colleagues complete annual training focussed on tackling modern slavery in the public sector supply chain.

5. Performance

There are no recorded instances of modern slavery and human trafficking within our business and our supply chain, and no related corrective actions have been necessary.

In the year 2025-26:

- we have had no reports indicating that modern slavery practices have been identified in our business or supply chain;
- we have received no complaints of modern slavery practices via our grievance and whistleblowing mechanisms.

6. Approval

This statement constitutes OS's anti-slavery and human trafficking statement for the financial year ending 31 March 2026.

The statement was approved by the Board of Directors on 16 September 2026 and signed by Nick Bolton, CEO.

ORDNANCE SURVEY LIMITED

Signature:



Signature Name: Nick Bolton

Position: Chief Executive Officer

Date: 17 September 2026

Following approval this statement is published on the Government's Modern slavery statement registry and on our website: Anti-slavery policy.

Ordnance Survey Registered in England and Wales under number 09121572

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