

Anti Slavery Policy Statement

This statement sets out the steps Ordnance Survey Limited (OS) has taken, and continues to take, to ensure slavery or human trafficking is not taking place within our business or supply chain.

OS has a zero-tolerance approach to any form of slavery or human trafficking. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings.

We are committed to creating effective systems and controls to safeguard against any form of slavery taking place within the business or our supply chain, and impose those same high standards on our contractors, suppliers, and other business partners.

COMPANY ACTIVITY, STRUCTURE AND SUPPLY CHAINS

OS is Great Britain's National Mapping Service. Our vision is to be recognised as world-leaders in geospatial services, creating location insight for positive impact; and our purpose is to set the benchmark in location data, so people can better explore and shape the world around them.

The principal activity of OS is the collection, maintenance, and distribution of up-to-date geospatial information. We maintain the National Map, providing the trusted location data that underpins everyday life. Our expertise in location intelligence helps businesses, government, and communities make smarter decisions, and maximise the use, value, and benefit of the data for the national interest and the public good.

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

As at 31 March 2025 the Group had 1,438 employees worldwide and a global annual turnover of approximately £194 million.

OS formally recognises two Trade Unions for the purposes of collective consultation and negotiations.

As at 31 March 2025 OS is the parent company of Ordnance Survey International Services Limited (**OSIS**) and Ordnance Survey Leisure Limited (**OSL**) (together the **Group**) whose activities form part of its supply chain or business. OSIS has branch offices in Singapore and has a Dubai Free Zone Limited Liability Company (Ordnance Survey International Services FZ-LLC) which has a branch office in Dubai.

OS has an extensive supply chain and during 2024-25 procured goods and services of approximately £87 million. We work with a wide range of different suppliers, subcontractors, and partners each of which will have their own subcontractors, affiliates and associate entities. OS therefore is connected to multiple entities through numerous contractual relationships across many countries including, but not limited to, India, USA, mainland Europe and the Middle East.

OUR POLICIES

We operate internal and external policies to ensure we are conducting business in an ethical and transparent manner. These include:

Internal policies:

- Modern Slavery Act guidance sets OS's stance on slavery and human trafficking, it explains how employees can identify any instances of this, where they can go for help, and what they should do if they suspect a case of forced labour, trafficking or hidden labour exploitation.
- OS's Whistleblowing Policy is made available to all employees and ensures all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. This specifically includes any concerns about slavery or trafficking activity.
- OS's Procurement Policy confirms OS follows government procurement legislation and guidance, references modern slavery and the use of a responsible, accountable, consulted and informed (RACI) matrix outlining roles and responsibilities from tender to contract management ([General procurement and tender opportunities \(ordnancesurvey.co.uk\)](https://www.ordnancesurvey.co.uk/general-procurement-and-tender-opportunities)).
- In line with OS's Security Policies all employees are required to meet minimum UK Baseline Personnel Security Standards (UKBPSS) to confirm eligibility to work in the UK (nationality and right to work) and suitability for employment (criminal record checks and career history).
- The OS 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 culture where employees feel safe, respected, and valued, free from bullying, harassment, and discrimination.
- OS's Wellbeing Policy acknowledges that OS has a duty of care to its employees and sets out its commitment to provide an environment that encourages, promotes, and supports the good health and wellbeing, both physically and mentally, of all employees.
- OS's Code of Good Business Practice explains how OS behaves as an organisation and how it expects our employees to act

External policies:

- The Procurement Act 2023 provides that suppliers responding to OS tenders must register on the Government's Central Digital Platform (CDP) and provide a registration number for procurement validation. OS's Supplier Code of Conduct states that suppliers must comply with all applicable human rights and employment laws, including the provisions within the Modern Slavery Act 2015 ([Supplier-Code-of-Conduct 25](#)).

RISK MANAGEMENT AND DUE DILIGENCE PROCESSES

As part of our risk management approach, we:

- Operate strict procurement processes, requiring suppliers to comply with all applicable laws and standards, including those which relate to the Modern Slavery Act.
- Modern slavery questions are asked and assessed as part of the tender process and all OS procurement templates were updated to reflect the statutory requirements of the Procurement Act 2023.
- Depending on the level of risk identified in our assessment processes and /or depending on the tiering of a supplier in our supply chain, additional due diligence questions may be incorporated into the tender documentation, additional annual reporting requirements implemented, and additional terms incorporated into the contract.
- Record such risk assessment outcomes separately for audit purposes.
- Base our tender documents on the government supplier questionnaire with specific questions in the ITT response around the Modern Slavery Act and compliance with it.
- Expect our suppliers to have suitable policies and processes in place within their own businesses to prevent child labour, modern slavery, and human trafficking and to cascade those policies to their own suppliers.
- Undertake a continuous review of assurance information from existing suppliers and partners, which includes gathering yearly assurance on modern slavery via various methods, including contract management meetings, using the government assessment tool, and requesting suppliers to complete an annual due diligence form including commitments to ensure no slavery or human trafficking occurs within their workforce and supply chains.
- Request annual updated responses in relation to the Modern Slavery Act from our two highest tiers of suppliers i.e. confirmations that they have reviewed the risks of Modern Slavery with both their work force and supply chain.
- Where known, are obtaining records of the sub-contractors used by our suppliers to support delivery of goods and/or services. If sub-contractors are unknown, a risk-based approach is adopted based on the information we hold and/or the type of goods and/or services provided by the supplier as to the level of risk further down the supply chain.
- Have included a specific item relating to the Modern Slavery Act in the agenda of supplier contract management meetings enabling us to be kept informed of and monitor any changes.

- Include appropriate terms in our contractual documentation with suppliers:
 - obliging suppliers and their subcontractors, suppliers and employees to comply with the Modern Slavery Act;
 - obliging suppliers and their subcontractors to comply with the Supplier's Code of Conduct;
 - reserving the right for us to audit suppliers and their contractors, where we consider it appropriate;
 - obliging suppliers to report to us if they are aware of or suspect slavery or human trafficking in a supply chain connected to any OS contracts;
 - reserving the right for us to terminate the contract at any time should any instances of modern slavery come to light;
 - ensuring prompt payment by OS to suppliers within 30 days of receipt of an invoice;
 - prohibiting suppliers from sub-contracting without our permission. If sub-contracting is permitted, all duties and obligations from the supply agreement must be included in the sub-contract; and
 - requiring suppliers to pay its subcontractors within 30 days.
- Have conducted and implemented recommendations from our last internal audit of our Modern Slavery policy and practices to ensure that OS has adequate and effective arrangements for assessing the risk and that appropriate controls are in place to ensure compliance with the Act.

The above procedures are designed to:

- Identify, assess and monitor potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

The above policies and risk management procedures are reviewed regularly. Risks associated with slavery and human trafficking are reviewed as part of our organisational risk register, which is monitored by our Ordnance Survey Audit and Risk Committee and reports directly to our Board of Directors.

TRAINING

As part of induction process all new employees are mandated to complete modern slavery awareness training with refresher training for all employees completed on an 18 month frequency.

In addition, all procurement colleagues complete the modern slavery training provided by the Government Commercial Function (GCF).

OUR 2024 / 2025 PERFORMANCE INDICATORS

- There are **No recorded instances** of modern slavery within OS and/or its supply chain and no related corrective action has been necessary.

- We have had **zero** reports in the year 2024/25 indicating that modern slavery practices have been identified in OS business or its supply chain.
- We have received **zero** complaints of modern slavery practices in the year 2024/25 via our grievance and whistleblowing mechanisms.

APPROVAL FOR THIS STATEMENT

This statement is made pursuant to section 54(1) of the *Modern Slavery Act 2015* and constitutes OS's slavery and human trafficking statement for the financial year ending 31 March 2025.

This statement was approved by the Board of Directors in September 2025 and signed by Nick Bolton, CEO.

Following approval this statement is published on the government's [Modern slavery statement registry \(modern-slavery-statement-registry.service.gov.uk\)](https://modern-slavery-statement-registry.service.gov.uk) and on our UK website ([Anti-slavery policy statement \(ordnancesurvey.co.uk\)](https://ordnancesurvey.co.uk)).

ORDNANCE SURVEY LIMITED

Signature



Name

Nick Bolton

Position

Chief Executive Officer

Date

18 September 2025

Ordnance Survey

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