

IAM RoadSmarts Modern Slavery Act Statement for the year ended 31 March 2025.

This statement is written in accordance with the Modern Slavery Act 2015 in relation to the fiscal year ended 31 March 2025.

IAM RoadSmart is committed to taking all appropriate actions to support the abolition of modern slavery and human trafficking. In doing so, we continue to employ, and develop, processes across our organisation which mitigate the risks of modern slavery both within our operations and those of our suppliers.

Overview of IAM RoadSmart

IAM RoadSmart makes better drivers and riders. As a registered UK charity formed in 1956, we have spent more than 60 years making our roads safer by improving driver and rider skills through coaching and education.

Our qualified experts, our network of thousands of volunteers and 165 local groups are our lifeblood. They champion our cause and help drive our vision – to be the best, most recognised provider of coaching and advice for all post-licence drivers and riders – and our mission is to make better drivers and riders.

We also help businesses to develop their staff to become more confident, skilled, and responsible on the road. IAM RoadSmart provides a range of risk management and training services, include e-learning, on-road coaching, and seminars.

Our Suppliers

IAM RoadSmart operates with a small number of preferred suppliers. We undertake due diligence to ensure that our suppliers have not been convicted of offences relating to modern slavery. Our policy on anti-slavery is reflected in any new contract with a supplier and they are required to confirm that no part of their business operations contradicts this policy.

When considering contracting with a new supplier, we expect:

- They have taken steps to assess, prevent and if necessary, eradicate modern slavery within their business;
- They hold their own suppliers to account over modern slavery;
- Them to pay their employees at least the National Minimum Wage/National Living Wage (as appropriate).

If IAM RoadSmart suspects any slavery and human trafficking within its supply chain, we will report such suspicions, provide appropriate information to the relevant authorities, and suspend or terminate any associated business arrangement or contract.

Our Policies

All recruitment and sourcing of fixed or temporary staff across the organisation is under the control of members of the Senior Leadership Team, and always includes involvement by an experienced HR professional.



A number of channels exist to allow real-time and, periodically, more formal feedback from staff within the organisation including the opportunity to report any concerns in relation to human rights.

The Company has in place a Whistleblowing Policy which encourages employees to report any malpractice or illegal acts, including suspicion of modern slavery, or omissions or matters of similar concern by other employees or former employees, contractors, suppliers, partners, or advisers using a prescribed reporting procedure.

We also have a Corporate Social Responsibility Policy that summarises how we manage our environmental impacts and how we collaborate responsibly with suppliers and local communities.

Employee Training

IAM RoadSmart respects human rights and the integrity of individuals and complies with all relevant laws in the way it runs its business.

To ensure a good understanding of the risks of modern slavery and human trafficking both within in our organisation and our suppliers, IAM RoadSmart will communicate its statement widely, internally, and externally, at induction, and publication on the company's intranet and website. In any circumstances where we consider there may be an elevated risk, appropriate training will be developed and targeted at those personnel who may have direct exposure.

Assessment of Effectiveness

We recognise that the commitment to a zero-tolerance policy to human rights abuse is a process of continuous improvement and we will continue to regularly assess the effectiveness of our procedures.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated, as necessary. The Council of Trustees fully endorse this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved and authorised by:

Name: Antony Kildare

Position: Chief Executive Officer

Date: March 2024