Ethical Employment Statement

The Code of Practice was established by Welsh Government to support the development of more ethical supply chains to deliver contracts for the Welsh public sector organisations in receipt of public funds. The Code is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, and International laws.

It covers employment issues such as modern slavery, human rights abuses, blacklisting, false self-employment, unfair use of umbrella schemes, zero hours contracts and paying the living wage. We have committed to ensuring that procurement activity conducted on behalf of NHS Wales is done so in an ethical way.

We will ensure that workers within the supply chains through which we source our goods and services are treated fairly. We signed up to the Code and developed an action plan to monitor our progress. We appointed our Director of People and Organisational Development and Employment Services as our Ethical Employment Champion.

Transparency in Supply Chains (TiSC) is a centralised database that gives access to Modern Slavery Statements posted by suppliers. These Statements are used during tendering exercises undertaken, as part of the Ethical Employment Code of Practice Commitments. The site allows NWSSP to publicly declare our anti-slavery stance and associated policies. The site is sponsored by the Welsh Government and acts as a step towards eradicating modern slavery in supply chains. To date, NWSSP has:

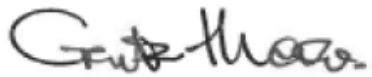
- Embedded the Ethical Employment Code of Practice into standard operating procedures
- Provided training to those involved in buying / procurement on modern slavery, ethical employment practices.
- Aligned the Code of Practice within our broader Sustainable Procurement Code of Practice.
- Became a signatory to the Transparency in Supply Chains (TISC) register and published the NWSSP Ethical Employment Statement.
- Encouraged suppliers to sign up to the commitments of the Ethical Employment in Supply Chains Code of Practice and to the TISC register to publicise their commitment and their Modern Slavery / Ethical Employment statements.
- Engaged with wider NHS Scotland, NHS Northern Ireland, and NHS England colleagues to continue to develop and share best practice.

The Welsh Government is currently in the process of revising its Code of Practice on Ethical Employment in Supply Chains. In support of this work, NWSSP continues to play an active role in the national stakeholder group, contributing to the development of enhanced ethical standards. In

preparation for the revised Code, we are revisiting our commitments. This may include segregation of internal employment and supply chain employment commitments, consideration of the Living Wage Foundation's Living Wage and the integration of these commitments within wider policy.

Additionally, going forward, NWSSP will adopt the suite of procurement metrics to monitor progress and impact, in alignment with the Social Partnership and Public Procurement (Wales) Act 2023. These actions underscore our continued commitment to ethical, transparent, socially responsible, and sustainable procurement practices.

Signed:



Mr Gareth Hardacre Director of People & Organisational Development and Employment Services Anti-Slavery and Ethical Employment Champion for NWSSP

April 2026