Modern Slavery Statement

The UK Modern Slavery Act Transparency Statement

For almost 70 years, ADP has served as a trusted human resources, payroll and benefits partner to employers around the world. Our mission is to provide insightful solutions that drive value and success for our clients by allowing them to focus on their business.

Today, we serve more than 740,000 companies, ranging from small, start-up businesses with a handful of employees to large, multinational companies with tens of thousands of employees spanning the globe. From our humble beginnings as a local New Jersey business in 1949, we have expanded to become one of the world’s largest global business-to-business outsourcers with more than 57,000 associates.

As a global corporate citizen, ADP recognizes its responsibility to give back to and generate a lasting, positive impact on the communities in which we operate. This commitment to corporate social responsibility (CSR) is a core pillar of ADP’s Mission, Vision and Values, and encompasses everything from philanthropy, volunteerism and environmental stewardship to diversity, corporate governance, ethics, data privacy and data security.

At ADP, we see our success and the rights of citizens as inextricably linked. We also firmly believe that businesses can and should have a positive impact on the world. That’s why we constantly strive to embed our CSR principles and practices into everything we do.

These principles are memorialized in our Code of Business Conduct and Ethics, which states that “[e]ach person must be accorded equal opportunity, without regard to their race, color, creed religion, national origin. . . .” In April 2017, we revised the Code to expressly state that ADP’s approach to human rights is consistent with the United Nations Universal Declaration of Human Rights. These principles prohibit use of any form of slave, forced, bonded, indentured or involuntary labor and require full compliance with the U.K. Modern Slavery Act of 2015.

In addition, the ADP Vendor Code of Conduct, which we adopted in 2016, includes similar principles and specifically requires our vendors to comply with the U.K. Modern Slavery Act of 2015. Since its adoption, we have incorporated the Vendor Code of Conduct into thousands of vendor contracts. It is our goal that each and every ADP vendor around the globe comply with the principles set forth in our Vendor Code of Conduct. Towards that end, in addition to the contractual obligations regarding vendor conduct, our comprehensive vendor assurance process requires all prospective vendors to respond to direct questions regarding any use of forced labor and we will not enter into any agreements with any vendor who answers such questions in the affirmative. During our 2018 fiscal year, we implemented a governance, risk and compliance solution which, among other things, provides us with an automated means to request and track certifications from our vendors regarding the status of their compliance with specified legal and/or contractual obligations, including the U.K. Modern Slavery Act.

This U.K. Modern Slavery Act Transparency Statement has been duly approved and adopted by the ADP Board of Directors.

Carlos Rodriguez
Director & Chief Executive Officer