

# Modern Slavery Act Transparency Statement 2025

rightmove 



## **Modern Slavery Act Transparency Statement 2025**

**At Rightmove, the UK's number one property portal, we operate in an open and ethical manner in all our business dealings.**

Rightmove plc ('Rightmove' or the 'Company') is committed to preventing slavery, human trafficking, forced or compulsory labour and child labour in our own operations and throughout our supply chains. This statement sets out the steps taken in the year ended 31 December 2025 to identify, prevent, mitigate, and remediate modern slavery risks. This is a group statement and applies to Rightmove plc and its subsidiaries ('Rightmove', 'Rightmove Group', or 'Group') (including regulated entities providing tenant referencing and mortgage referral services), as described in our governance disclosures and prior Modern Slavery statements which you can find at [plc.rightmove.co.uk](https://plc.rightmove.co.uk).

This statement is published to meet the requirements of Section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015, and we have prepared it with reference to the Home Office's updated statutory guidance (March 2025), which encourages more detailed, practical disclosure and continuous improvement.

In the year to 31 December 2025, Rightmove continued to build and embed its risk-based approach to identifying and mitigating modern slavery and human trafficking risk in its direct employ and in its supply chains.

### **1) Organisational structure and supply chain**

Rightmove was established in 2000 and is the UK's leading digital property portal, connecting consumers with estate and lettings agents, new homes developers and other property professionals. Our principal revenues arise from subscription and advertising fees paid by customers for listing properties and related products, alongside data, valuation, and property-related services. We also operate regulated businesses providing tenant referencing and mortgage referral services. Rightmove does not participate in the sale or purchase of real estate. Our workforce is predominantly UK-based.

Our supply chains primarily comprise professional and technology services (e.g., cloud hosting, software, data and analytics, cyber security, legal advice, consulting), facilities and office services, and specialist outsourced services

supporting our regulated activities and other non-regulated support. We expect suppliers to meet the standards set out in our Supplier Code of Conduct and Human Rights Policy.

In the year to 31 December 2025, Rightmove's turnover was £425.1m and Rightmove employed an average of 900 people. Rightmove has three office locations in the United Kingdom: in London, Milton Keynes, and Newcastle. Rightmove Group companies are registered in England and Wales. The parent company, Rightmove plc, is a publicly listed company (since 2006) with shares traded on the London Stock Exchange. There are no overseas incorporated companies in Rightmove Group. Rightmove Group's structure chart is shown below.

### **Rightmove Group**



Rightmove is a leading consumer digital services business. We collaborate closely with our larger suppliers, principally in relation to the provision of technology, marketing, recruitment, and professional services. Rightmove aims to build strong long-term relationships with its suppliers.

Our strategy is to select suppliers who meet our ethical standards and deliver excellent service, pay them promptly (Rightmove is a signatory to the Fair Payment Code and received a Silver award in 2025) and to work with them to ensure close alignment of interests.

Our operations are entirely UK-domiciled and, of our top 20 suppliers (by expenditure) 16 are UK-domiciled, with three suppliers based in Ireland and one

based in the United States of America. In total, over 84% of our suppliers are UK-based. We engage frequently with suppliers before entering into agreements, both during the contractual period and on contract-renewal. Our suppliers principally provide the following key products and services:

- Technology: outsourced cloud services, data centre costs and estate agent data feed providers, IT infrastructure, hardware and software providers and cyber security threat mitigation services;
- Marketing: online, television and print media advertising services, social media, and market research services;
- People: recruitment services, training and development services, employee travel, and accommodation;
- Professional Services: legal, accounting, taxation, auditing, banking, and business consultancy services; and
- Facilities: maintenance, cleaning, and property management.

Since January 2020, the Group has been accredited as a Living Wage employer and ensures that all employees are paid no lower than the living wage (both in London and nationwide), which is based on the cost of living and is higher than the government minimum wage. Rightmove has also taken the necessary steps to check and verify that contractors with employees operating on our premises on a regular basis are paid the Living Wage.

We ensure that we engage on an ongoing basis with our employees and undertake a semi-annual 'Have Your Say' employee engagement survey. The feedback from this survey helps capture any concerns about unethical practices, should they ever arise. In 2025 89% of employees stated that Rightmove was a great place to work.

## **2) Policies in relation to slavery and human trafficking**

Our approach is embedded in a suite of policies overseen by the Rightmove plc Board and Executive management, including:

- Modern Slavery Act Transparency Statement (annual, Board approved) and Human Rights Policy (respecting UNGPs and ILO Core Conventions);
- Supplier Code of Conduct (expectations on human rights, employment law, environmental standards, and supply chain risk management);
- Code of Conduct for employees;

- Speak Up/Whistleblowing Policy and arrangements (including an independently operated whistleblowing reporting line);
- Other policies including Anti-Bribery and Corruption Policy, Anti-Harassment and Bullying Policy, and Health and Safety Policy; and
- Rightmove has a set of organisational values, The Hows.

Responsibility for implementation sits with the Chief Executive Officer and Chief Financial Officer, supported by Finance, Legal & Compliance, Procurement and Company Secretarial teams. Oversight of culture, conduct and corporate social responsibility is detailed in our Annual Report and Accounts ([plc.rightmove.co.uk/#results](http://plc.rightmove.co.uk/#results)).

Rightmove's Risk Committee, supported by its Legal and Compliance team, oversees operational risks, our supplier due diligence framework and our anti-slavery approach.

### **3) Due diligence processes**

In 2025, our supplier lifecycle controls included:

- Precontract due diligence: existing questionnaires cover modern slavery compliance with annual reporting requirements as well as attestations from high-risk suppliers in relation to identified modern slavery risks in their supply chain with risk-based escalations to Legal & Compliance for further assessment and mitigation (aligned with our Supplier Code of Conduct).
- Contractual clauses: review of supplier agreements with the aim of including, where appropriate, clauses requiring both parties to comply with applicable laws and regulations, flow down of relevant obligations to subcontractors, notification of the appointment of subcontractors, remediation mechanisms, and termination for breach (applied to new and renewed contracts).
- Onboarding and monitoring: integration with our enterprise risk management framework and periodic supplier attestations; targeted verification for higher risk categories, with follow-up actions where issues are identified.

- Speak Up/Whistleblowing channels: availability to employees and suppliers for confidential reporting of concerns; non-retaliation policy.

#### **4) Risk assessment, management, and monitoring**

Given our sector, digital platform and UK-focused operations, our inherent risk is lower than product-based manufacturing, clothing retailers, or agricultural supply chains; however, we recognise potential risk areas, including:

- Technology supply chains (hardware components; offshore support services);
- Facilities services (cleaning, catering, security) where outsourced labour may be vulnerable;
- Recruitment supply chains and contractor engagements (right to work verification, fee charging by intermediaries); and
- Data-processing and customer-support vendors operating outside the UK.

#### **5) Actions taken in 2025**

Consistent with the 2025 guidance (Level 1/Level 2), we prioritised practical actions and case-based learning:

- Enhanced screening  
We introduced adverse media and PEP checks for all suppliers during onboarding and at contract renewal stage
- Focused engagement with facilities vendors  
We conducted spot check interviews via our facilities provider and reviewed wage payment practices and right to work records. No indicators of forced labour or unlawful deductions were identified
- Recruitment safeguards  
We reiterated our no recruitment fees principle and right to work verification in UK hiring and confirmed equivalent commitments from relevant recruiters (reflected in our Code of Conduct and HR policies.)
- Policy refresh and supplier expectations  
We updated our Supplier Code of Conduct in July 2025 to clarify expectations on human rights, payment practices, and environmental stewardship, and to request emissions data where available.

## **6) Training and awareness**

- All employees undertake Speak up/Whistleblowing training
- We will continue to assess the need for modern slavery and human trafficking awareness training for senior management, Procurement, Legal & Compliance.

## **7) Effectiveness**

To evaluate the effectiveness of our actions, we tracked:

- Supplier coverage: 54% of new/renewed contracts with completed due diligence questionnaires.

**We did not identify any confirmed cases of modern slavery in our operations or among assessed suppliers in 2025. In line with the guidance, we recognise that absence of findings is not proof of absence; we will continue to deepen due diligence – particularly below tier one in technology and facilities categories.**

## **8) Collaboration and continuous improvement**

Guided by the 2025 Home Office updates, our priorities for 2026 are to:

- Explore expanding supply chain visibility below tier one for selected categories (e.g., hardware lifecycle services); and
- Consider broadening training to additional contract owner groups and relevant senior leaders.

## **9) Approval, publication, and contacts**

This statement covers Rightmove plc's financial year ended 31 December 2025. It was approved by the Board of Directors on 24 February 2026 and signed by Johan Svanstrom, Chief Executive Officer, on behalf of Rightmove plc. It will be published on our website's Modern Slavery Statement page and uploaded to the UK Government's Modern Slavery Statement Registry.

Signed: Johan Svanstrom, Chief Executive Officer

**Date: 26 February 2026**

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## Related documents, references and further information

- Modern Slavery Statement hub (current and previous statements) [plc.rightmove.co.uk](http://plc.rightmove.co.uk)
- Supplier Code of Conduct [plc.rightmove.co.uk](http://plc.rightmove.co.uk)
- Human Rights Policy [plc.rightmove.co.uk](http://plc.rightmove.co.uk)
- Annual Report and Accounts [plc.rightmove.co.uk](http://plc.rightmove.co.uk)
- Publish an annual modern slavery statement [gov.uk](http://gov.uk)

## Rightmove's top twenty suppliers by location in 2025

Supplier Name	Location
Wavemaker Ltd	United Kingdom
Neverland Creative Ltd	United Kingdom
CDW Ltd	United Kingdom
Morgan Stanley & Co. International Plc	United Kingdom
UBS AG London Branch	United Kingdom
Google Cloud EMEA Ltd	Ireland
Helix RENT Clients	United Kingdom
Softwire Technology Ltd	United Kingdom
Linklaters LLP	United Kingdom
Arthur J Gallagher Insurance Brokers Ltd	United Kingdom
SG Fleet Solutions UK Ltd	United Kingdom
Electric Glue Ltd	United Kingdom
Google Ireland Ltd	Ireland
ANDigital Ltd	United Kingdom
Helix SCHG Clients	United Kingdom
Merkle UK One Limited	United Kingdom
Zone & Company Software Consulting LLC	United States
Snowdrop Solutions Ltd	United Kingdom
VitalityHealth	United Kingdom
Twilio Ireland Ltd	Ireland

## All suppliers by location in 2025

Country	Number of suppliers	Percentage of suppliers
Australia	3	0.79%
Belgium	1	0.26%
Canada	2	0.52%
Cyprus	0	0.00%
Czechia	1	0.26%

Denmark	1	0.26%
Estonia	1	0.26%
France	2	0.52%
Germany	1	0.26%
Guernsey	1	0.26%
India	1	0.26%
Ireland	6	1.57%
Luxembourg	1	0.26%
Malta	0	0.00%
Monaco	1	0.26%
Netherlands	1	0.26%
Poland	1	0.26%
Romania	1	0.26%
South Africa	1	0.26%
Spain	0	0.00%
Sweden	1	0.26%
Switzerland	2	0.52%
Taiwan (Province of China)	1	0.26%
United Kingdom	321	84.03%
United States	31	8.12%

