



**Rt Hon Peter Kyle MP**  
**Secretary of State for Business and Trade**  
**Kate Dearden MP**  
**Minister for Employment Rights and Consumer Protection**

**20<sup>th</sup> May 2026**

**BY EMAIL**

Dear Peter and Kate,

**Re: Consultation on the mis-use of non-disclosure agreements (NDAs)**

We are writing as Green Party MPs in response to the Government's consultation on the implementation of Section 202A of the Employment Rights Act 2025.

We welcome the intent behind your consultation and the clear recognition that Non-Disclosure Agreements (NDAs) have too often been used to silence workers who have experienced harassment, discrimination and abuse. We also pay tribute to the survivors and campaigners whose work has brought these issues into focus and driven the need for change.

The [consultation](#) rightly acknowledges that an imbalance of power in the workplace has too often created "a culture of silence and impunity", including in cases linked to violence against women and girls (VAWG). This has allowed serious wrongdoing to be concealed and has too often prevented survivors from speaking out or accessing support. The test of these regulations is whether they are strong enough to prevent that culture from simply re-emerging in different forms, rather than being meaningfully dismantled.

For these reforms to have real effect, the Government must listen to survivors and campaigners, who are clear that confidentiality provisions should only arise where they are actively requested by the worker themselves, following independent legal advice funded by the employer. They also emphasise that workers must have the time, clarity and support needed to make informed decisions free from pressure or coercion. That means clear and accessible drafting, meaningful cooling-off periods, strong protections for permitted disclosures, and the ability to revisit or withdraw confidentiality provisions.

It is also essential that the scope of Section 202A reflects the realities of today's workforce. With millions of people in freelance, agency and other flexible forms of work, protections must apply consistently across all working arrangements.

We would welcome further detail on how these safeguards will be made genuinely effective in practice and urge the Government to listen carefully to the responses of survivors and campaigners throughout this consultation process. Those with direct experience of the misuse of NDAs must remain central to shaping reforms.



At its heart, this is about ending the systems that silence people and replacing them with ones that allow everyone to come forward safely to be heard and supported. Protecting the rights, safety and autonomy of workers is essential for a fair economy and for ending VAWG.

Yours sincerely,

Carla Denyer MP  
Siân Berry MP  
Dr Ellie Chowns MP  
Adrian Ramsay MP  
Hannah Spencer MP