

# Modern Slavery Statement

## Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Gillespies has a zero tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems to ensure modern slavery is not taking place anywhere in our own business. We do not directly have an operating supply chain, but we do collaborate with fellow professionals. We will ensure that we ask our co-consultants and suppliers to supply us with documentation that proves that they are following the same procedure and obligations to comply with the UK Modern Slavery Act.

We have strict immigration checks in place to ensure that all staff are legally permitted to work in the UK. All staff must provide a copy of their passport and all non-UK personnel must also provide a valid working visa. All our workers are in receipt of the minimum wage or above.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our co-consultants, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our co-consultants and suppliers will hold their own suppliers to the same high standards.

This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels.

## Responsibility for the Statement

The Partners and senior management team have overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under our control comply with it.

Project managers at all levels are responsible for ensuring those reporting to them understand and comply with this statement and are given adequate and regular training on it.

## Compliance with the Statement

All Gillespies staff, co-consultants and suppliers must ensure that they read, understand and comply with this statement.

The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all those working for us or under our control. They will be required to avoid any activity that might lead to, or suggest, a breach of this statement.

All staff must notify their project manager as soon as possible if they believe or suspect that a conflict with this statement has occurred, or may occur in the future.

Everyone is encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or any co-consultant or supplier tier at the earliest possible stage.

If you believe or suspect a breach of this statement has occurred or that it may occur you must notify your project manager or report it in accordance with our whistle-blowing policy as soon as possible.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this statement, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any of our own business, or through co-consultants or suppliers.

# Modern Slavery Statement

Gillespies

## Communication and Awareness of this Statement

Training on this statement, and on the risk our business faces from modern slavery forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all co-consultants and suppliers and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

## Breaches of this Statement

Any employee who breaches this statement will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this statement.

Gillespies is committed to driving out acts of modern day slavery and human trafficking within its business and that of its subcontractors, partners and suppliers. The company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure clarity within the organisation.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

A full copy of this statement and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically.

---

Date of last review:	Date of next review:	Review period:
11 July 2025	11 July 2026	12 months



**Jim Gibson, Partner,**  
**Gillespies LLP**  
July 2025