

A1.9 Modern Slavery Act Policy

August 2019



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1.0 Introduction

Stace LLP is committed to acting ethically and with integrity in our all our business relationships in order to prevent any form of modern slavery and to comply with our obligations under the Modern Slavery Act 2015.

We will comply with the statutory obligations under the relevant legislation and where appropriate, amend this policy to meet the demands of future legislation.

This policy applies to all staff, Partners and all persons acting on behalf of the Partnership.

2.0 Statement of Stace LLP's policy on Modern Slavery

Stace is an equal opportunity employer who recognise and fully accepts our statutory and moral responsibilities to employees and therefore we are dedicated to ensuring all policies comply with legislation.

We are committed to the prevention of any violation of established Human Rights of any kind and we promote ethical principles and practices related to the prevention of modern slavery and human trafficking in our supply chains or any part of our business.

We provide professional services via direct employees and therefore our supply chain is relatively limited. The risk of modern slavery and human trafficking within our business and suppliers is considered minor and we mitigate the risk through robust processes, practices and policies.

We expect the same commitment to these principles from all organisations with which we do business with and we will not support or do business with any organisation knowingly involved in slavery or human trafficking.

This statement will be brought to the attention of all employees, job applicants and any other party in our supply chain. It is our expectation that all parties will support these values and act ethically and with integrity.

3.0 Our Policies

We operate a number of policies that protect our employees:

- Equal Opportunity.
- Ethical Trading.
- Bribery Act.
- Recruitment.
- Whistleblowing.

Our recruitment process include “right to work” checks for all prospective employees and we maintain a preferred supplier list of agencies to prevent any forced or involuntary labour with the aim to respect human rights, paying employees a fair wage and providing good working conditions.

4.0 Supply Chain

It is our expectation that our suppliers will adhere to our commitment to a zero tolerance approach in relation to any form of slavery or human trafficking.

We have an expectation that any suppliers contracted by ourselves are committed to:

- Complying with the provisions of the Modern Slavery Act 2015.
- Adopting processes within their business and supply chain to prevent slavery or human trafficking.
- Paying at least the national living wage.
- Providing safe working conditions.

5.0 Monitoring

The Partners will perform an ongoing monitoring process of the ethical procedures with regular reviews taking place and make any amendments that are appropriate to this policy. Any issues identified will be addressed and remedial action taken accordingly.

For and on behalf of Stace LLP

Signed:



Dated: August 2019

John Noble