

MODERN SLAVERY ACT POLICY





DOCUMENT CONTROL

Revision H	istorv:
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Revision	Date	Amendments
01	04/23	Reviewed and reissued.
02	05/24	Reference to child labour and young workers to Section 3, page 5.
03	06/25	Updates to Section 2, 3 and 4.

Signatures:

Author Approval Date:

Authority:Human ResourcesManagement BoardJune 2025

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File Location:

L:\A - Corporate\A1 - Policies\A1.9 - Modern Slavery Act Policy.docx

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1. 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. STATEMENT OF STACE LLP'S POLICY ON MODERN SLAVERY

As an equal opportunities employer, we are committed to creating and ensuring a nondiscriminatory and respectful working environment for our employees. We want all our employees to feel confident that they can report any concerns without any risk to themselves.

We recognise and fully accept 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.

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3. OUR POLICIES

We are committed to maintaining an honest and ethical culture, ensuring our employees are aware of the following our polices which are available via our intranet:

- Equal Opportunity.
- Ethical Trading.
- Bribery Act.
- Recruitment.
- Whistleblowing (includes an anonymous feedback platform for employees to report any concerns).

Our recruitment and employee management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We maintain a preferred supplier list of agencies to prevent any forced or involuntary labour including child labour and young workers with the aim to respect human rights, paying employees a fair wage and providing good working conditions.

4. SUPPLY CHAIN

We take a zero-tolerance approach to modern slavery. We are committed to combatting slavery and human trafficking, and to acting ethically, transparently and with integrity in all of our transactions and relationships. 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. 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.

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