

## **MODERN SLAVERY STATEMENT**

Gillespie Macandrew LLP recognises the UK's Modern Slavery Act which came into force in October 2015 and is committed to ensuring that Human Trafficking and Slavery does not take place in our business.

Under the current requirements of the Act, we as a firm are not obliged to publish an annual slavery and human trafficking statement nor carry out contractor/sub-contractor compliance auditing. The nature of our business also means that many of our "contractors" do not fall within the auditing obligations of the Act.

Notwithstanding the above, we advise that we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or our supply chains. It is our firm's policy to adhere to the principles of this Act. For example:-

1. We have reviewed our existing business policies and procedures to ensure that preventive measures are appropriate and proportionate to the level of risk. We recognise our responsibility to ensure that our employees are not being exploited and that they are safe and that relevant employment (include wage and work hours), health and safety and human rights laws are adhered to.
2. Our Recruitment and Selection policy requires all potential employees to provide evidence of their entitlement to work in the UK.
3. Our third party supply chain includes providers of office supplies, security personnel, catering and cleaning services as well as businesses which supply us with support services. We encourage our suppliers to pay the National Living Wage.
4. We recognise we have a legal duty to drive out poor labour practices in our business, and a moral duty to influence and incentivise continuous improvements in our supply chain as and when required.

All of the above is of course in addition to our already strict compliance with all applicable laws and regulatory standards. As a firm we are regularly audited by the Law Society of Scotland.