

## The Modern Slavery Act Statement

This Statement is pursuant to Section 54 of the Modern Slavery Act 2015.

Carter Jonas is a UK based property consultancy, providing advice and services through our Residential, Rural, Commercial and Planning and Development divisions. We provide very limited international services with the associated supply chain risk to slavery being low due to the professional nature of the service.

Our supply chains include UK based property contractors and consultants, global suppliers of equipment such as computers and mobile telephones, UK suppliers of materials such as stationery and personal protective equipment and international property consultants.

We recognise the risk of Modern Slavery in any supply chain and are committed to taking steps to assess and reduce the risk of slavery in our supply chain through the numerous policies and procedures we have in place.

These include but are not limited to;

- Appropriate due diligence in Human Resources, recruitment and employment policies and procedures which comply with all UK law.
- An externally accredited Health and Safety management system to ISO45001 where our contractors and suppliers are sent a questionnaire and reviewed before being approved and used.
- Safeguarding, Whistleblowing, and Anti Money Laundering Policies and procedures.
- A Corporate Social Responsibility Policy statement
- Investors in People Gold accreditation including independent 360° feedback questionnaires.
- A Modern Slavery module on our cloud based training platform.

Our influence on Global firms such as Dell and Apple is limited and site audits are not practical. Reviews are therefore undertaken through desk top audit by our Quality Manager to ensure such suppliers have relevant policies and procedures in place.

For local suppliers and contractors our Contractor and Supplier Approval application letter is used to check our supply chain before use. Larger infrastructure and Construction Design and Management (CDM) contracts or seasonal rural sites may be prioritised for site visits to ensure compliance with legislation, external accreditations and our internal Policies and Procedures. No instances or indicators of modern slavery have been identified in our business or supply chain to date.

Being a UK based consultancy with limited operations external to the UK and very little purchase of materials, we have assessed the risk of slavery in our supply chain as very low and therefore do not measure related performance indicators.

Our Integrated Management System and Human Resources (HR) procedures include training requirements for specific job roles within the business. While employment law is limited to HR staff, control of contractors and suppliers is trained and audited throughout the firm. We are committed to continual improvement and additional training is reviewed through management system audits, Operations Board and Management Board meetings.

The Management Board of Carter Jonas approve this statement and are committed to its implementation, integration and maintenance. We expect all staff and Partners to share this commitment and to work together to achieve it.

**Signed:**



**Mark Granger**

**Job Title:** Chief Executive

**Date of approval:** 1<sup>st</sup> May 2020 for financial year ending 30<sup>th</sup> April 2020

**Firms:** Carter Jonas LLP OC304417  
Carter Jonas Acquisitions Ltd 08752910  
Carter Jonas Enterprises Ltd 09342548  
Carter Jonas Service Company 00786457  
Williams Gunter Hardwick Ltd 05739670