



HAZLEWOODS

DRIVING LIFELONG PROSPERITY

# Modern Slavery Statement

FEBRUARY 2024

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## Introduction

In accordance with Section 54 of the Modern Slavery Act 2015, this statement sets out the reasonable steps taken by Hazlewoods to prevent modern slavery and human trafficking within any part of the firm or in our supply chains.

## Organisational Structure and Supply Chains

Hazlewoods is a Top 35 UK independent accountancy practice providing accountancy and advisory services to a number of sectors. We have over 500 staff and operate across Cheltenham, Swindon and Bristol.

Our specialist teams provide a broad range of services including accounting, audit, tax, financial planning, business recovery, payroll solutions and business advisory services. Through the provision of our services, the firm complies with robust sector-specific regulations and is subject to regular reviews and audits by the relevant professional bodies.

As a professional services firm, we acquire goods and services from suppliers to support our business operations. The firm engages with suppliers that are believed to be ethical and reputable. Our supply chains include but are not limited to; obtaining office supplies (facilities), marketing materials, IT provisions and various services from outsourcing partners and recruitment agents to maintenance and cleaning services.

The firm has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

## Our Policies

The firm strives to uphold the highest standards of conduct and behaviour. We are committed to acting ethically and honestly, with integrity at the heart of our working practices. We align and comply with the Institute of Chartered Accountants in England and Wales (ICAEW) code of ethics and have several internal processes and procedures to ensure that we are conducting business in an ethical and transparent way.

The firm has a number of policies that ensure fair treatment and equality of opportunity for all our people which include:

- Whistleblowing Policy
- Anti-Bribery Policy (including gifts and hospitality)
- Anti-Money Laundering
- Equal Opportunities and Diversity Policy
- Recruitment Policy
- Risk Management Policy and Procedures

Our Modern Slavery policy is reviewed annually and applies to all persons working for or on behalf of the firm in any capacity.

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## Due Diligence Processes

As a professional services firm we consider the risk of modern slavery within our organisation to be low. We strictly adhere to the standards required in relation to our responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceed these standards.

The firm undertakes due diligence as part of our client onboarding processes, outsourcing and recruitment processes, and when engaging with new suppliers and contractors through our risk-based approach.

All employees who join the firm are subject to appropriate checks including their right to work, verification of their identity and qualifications, as well as references which must be acceptable to the firm.

We are committed to paying our people fairly and appropriately for the work they undertake. We encourage diversity and inclusion, and our employees are appraised and rewarded in line with our core values and working practices.

## Further Steps and Measuring Effectiveness

Following a review of our internal processes and procedures, we intend to maintain their effectiveness and build on our actions for prevention. We will continue to assess the risk of modern slavery in our own organisation and supply chain.

A firm-wide communication of our modern slavery policy and statement will be sent out to all staff on an annual basis.

Signed:



Jon Cartwright

Partner

Hazlewoods LLP