

## **Modern Slavery Statement**

### **Organisation**

This statement applies to Broadgate Search (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2018/2019.

### **Organisational structure**

Broadgate Search is an award-winning niche supplier of mid-senior governance professionals to clients across financial services and regulated business on both a contract/interim and permanent basis.

We have over 70 employees, most of whom are located in London or Manchester, but we also have an office in Dublin, Ireland. All of our staff are directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in this country, so our focus is to ensure there are policies and procedures in place for our contractors and suppliers.

### **Definitions**

The Organisation considers that modern slavery encompasses:

- human trafficking forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### **Commitment**

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and the Republic of Ireland and in many cases exceeds those minimums in relation to its employees.

### **Supply chains**

In order to fulfil its activities, the main supply chains of the Organisation include those who supply goods for sale and support our operations.

**Potential exposure**

The Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

**Steps**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

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

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- To get a copy of supplier's modern slavery statement for the financial year
- We offer a confidential whistleblowing process within our organization
- The organisation checks that staff can demonstrate their eligibility to work in the UK

**Slavery Compliance Officer**

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

Date of approval: 1<sup>st</sup> January 2019



Ashley Lawrence  
CEO