

Forvis Mazars Modern Slavery Transparency in Supply Chains Statement

year ended 31 August 2024

**forvis
mazars**

Introduction

Forvis Mazars¹ has a zero-tolerance approach to modern slavery, and we are committed to implementing and enforcing effective systems and controls to help ensure modern slavery is not taking place anywhere in our own business or our supply chains.

This statement sets out the steps Forvis Mazars have taken to prevent modern slavery and human trafficking within its business and supply chains during the financial year ended 31st August 2024 and has been published in accordance with section 54(1) of the Modern Slavery Act 2015 (the “Act”).

Forvis Mazars in this statement refers to Forvis Mazars LLP (registered number: OC308299) and its UK subsidiaries.

Organisational Structure

Forvis Mazars is a leading global professional services network operating under a single brand with two members: Forvis Mazars, LLP in the United States and Forvis Mazars Group SC, an internationally integrated partnership operating in over 100 countries and territories.

Our 40,000+ strong team is committed to providing a different perspective and delivering an unmatched client experience across the globe, throughout the more than 100 countries where we operate.

In the UK, the member entity of the Forvis Mazars network is Forvis Mazars LLP, a Limited Liability Partnership. Forvis Mazars has approximately 185 partners, over 3,407 employees across 14 offices and is ranked one of the Top 10 firms nationally.

For the year ended 31 August 2024, Forvis Mazars was structured through service lines and strategic markets, each responsible for managing results and developing growth strategies. In the UK there are six client service lines – Audit & Assurance, Tax, Accounting & Outsourcing (AOS), Financial Planning (FPL), Advisory & Consulting, and Sustainability. All are supported by a central Business Services Team (BST).

For the purpose of the Act, the Forvis Mazars entities in our global organisation, and correspondent and representative offices, are part of our supply chain. For further details on our structure, and the governance of our UK firm, please refer to our published Transparency Report ([Transparency reports - Forvis Mazars - United Kingdom](#))

Our commitment

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to ensuring that there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains consistent with our disclosure obligations under the Modern Slavery Act 2015.

We have implemented appropriate controls across our business, including our supplier policies, contractual processes, training, and reporting. Our teams work together to help ensure the intent of the Act is met within our own business and supply chains.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards. In addition, we offer human rights services to our clients to support them with their modern slavery commitments.

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Principles, Values, and Culture

We believe in the importance of transparency: for our clients, our people and broader society. Our Global Code of Conduct sets out the way we wish to operate both between ourselves, between the firm and our clients and, also, between the firm and society.

Our Code of Conduct applies to all partners and staff and contains our standards and values. Strong values have been at the heart of our organisation since its creation. They guide us in our daily actions, providing a common base of values that all Forvis Mazars' team members share and respect. Firm-wide mandatory training of our Code of Conduct is mandatory for all partners and staff, with new joiners completing it as part of the induction process. All our partners, teams and contractors are required to confirm they have read and understood our Global Code of Conduct as part of the annual compliance exercise.

Our values ([Our values culture](#)) include the following three specific values relating to our work and ethos, and how it affects the wider global environment:

- **Integrity** - Ethical and moral rigour guide how we work and assist our clients.
- **Responsibility** - We treat the challenges of our clients as our own and we care about how our work may affect our communities; and
- **Diversity and respect for individuals** - Looking beyond borders and cultural differences, we make respect for the individual the cornerstone of all human relations.

Additionally, our standards include the following:

- We act with integrity and comply with the law, professional standards and the firm's policies and procedures applicable to our work;
- We consult when questions of ethics arise;
- We speak up when we see or hear of behaviour that causes us concern on ethical grounds or fails to uphold our values. Team members who speak up in good faith are assured that they will not suffer any adverse consequences as a result of their doing so; and
- We develop and promote thought leadership on issues of importance to the business, financial communities, and wider society, including in the area of human rights.

Our Policies

Anti-Slavery and Human Trafficking Policy

Our Modern Slavery Act policy reflects latest guidance. This policy applies to all persons working for us or on our behalf in any capacity, including partners and employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners. Forvis Mazars will be monitoring its use and effectiveness, dealing with any queries about it, and considering internal control systems and procedures to ensure they are effective in countering modern slavery.

Suppliers

The supply chain that supports our business comprises a wide range of suppliers, from smaller businesses to global companies, across many jurisdictions, including those where there is a higher risk of forced labour. Our supply chain includes goods and services from IT hardware and software, office design, fit out and maintenance, recruitment agents, cleaning, and catering services, through to outsourced services such as in the area of IT. We have reviewed our procurement process from sourcing to contract award, to identify how we can reduce the potential for risk of modern slavery in our supply chain; this includes additional due diligence over our new supplier on-boarding process and the introduction of a Supplier Code of Conduct. Existing supplier contracts / agreements are subject to ongoing review to assess the associated risks, based on sector and jurisdiction.

Our approved clause included in supplier contracts or other term specifies that "the Supplier shall comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2015; and comply with the Anti-slavery policy and maintain throughout the term of this agreement its own policies and procedures to ensure its compliance". The clause is now included where appropriate in all new supplier contracts or other terms.

We expect our suppliers to implement due diligence procedures for their permitted direct subcontractors, and suppliers, and other participants in their supply chains, to ensure that there is no slavery or human trafficking in its supply chains. The clause enables the firm where appropriate to undertake audits of suppliers' records and any other information and to meet with suppliers' personnel to review their compliance with its obligations under this clause. The clause also gives the firm the right to terminate the agreement with immediate effect if the supplier commits a breach of the anti-slavery policy or this clause or applicable anti-slavery and human trafficking laws, statutes, regulations, and codes from time to time in force including but not limited to the Modern Slavery Act 2015.

Clients

In addition to our supply chain, there are potential modern slavery risks associated with the provision of our client services. As part of our client acceptance process, we have procedures in place that require an evaluation of the client's risk

Supporting businesses on their sustainability journey

As organisations adapt to the complexities of globalisation, a growing strain on natural resources and the environment, the influx of new technologies, use of social media and increased transparency, one thing is clear: a societal approach to business and ethical behaviour is more important than ever.

Through our sustainability services, we encourage businesses to manage their ESG-related topics to unlock a wealth of opportunities that, over time, will improve corporate resilience, create economic value, and contribute to healthy ecosystems and strong communities.

We are driving companies and business leaders across the world to manage and address human rights issues in business. Our teams of professionals' help embed a genuine respect for human rights throughout our organisation, promoting and protecting the rights of all of the individuals directly engaged in the business.

Employees

Within our firm we are committed to paying people fairly and properly for the work that they perform. We are accredited by the Living Wage Foundation as a Living Wage employer.

All our workforce is employed on a permanent or contract basis. Our recruitment processes include direct advertising on our website, using reputable agencies, and direct referrals from staff members. All employees who join the firm are subject to checks, including the verification of identity, right to work, references and evidence of qualifications where appropriate. Similar checks are also undertaken for contractors.

Speaking up

We encourage all our staff, clients, and other parties to report any concerns they may have in relation to a risk, malpractice or wrongdoing that affects others such as clients, staff, the firm, suppliers, or the public. Our Speaking up (Whistleblowing Policy) is designed to ensure that people can make disclosures without fear of retaliation ([Speaking up](#)). Our confidential hotline is run by an external and independent company to support this initiative. There have been no reported incidents of modern slavery through this mechanism during the year.

Training and Awareness

The firm-wide mandatory modern slavery awareness course was updated in June 2024 and all partners and staff are required to complete this, with new starters completing it as part of their induction programme. The completion rate at the end of August 2024 was 98%. This mandatory training is refreshed annually to ensure an up-to-date content.

Risk Management

As a professional services firm we consider that we are low risk for modern slavery, our most significant risks relate to our supply chain (see below). In connection with the Act, we continue to consider our procedures to identify, and manage, risk from internal and external factors, including modern slavery and human trafficking. Our Enterprise Risk Management framework and categories of risk include, for example, regulatory risks, reflecting the emphasis and importance of risks in these areas and the potential impact they have on the success of the firm, and society as a whole.

Supply Chain Risk

In the financial year ended 2024 we:

- Updated our procurement policy and process to strengthen our modern slavery commitment;
- Implemented a risk-based approach to assessing and monitoring suppliers within our supply chain;
- Rolled out a Supplier Code of Conduct which sets out clear standards expected of all suppliers we do business with.

Based on our FY 24 spend data, the majority of goods and services procured were provided by suppliers based in the UK, the EU and the USA.

Our Progress and Commitments

This year we have continued to develop our modern slavery commitments. Below is a summary of actions to date and new commitments for the coming year.


Date set	Commitment	Status
September 2022	Conduct a full review and updated of our existing procurement policy and process to strengthen our modern slavery commitment.	Complete
September 2022	Roll out a Supplier Code of Conduct which sets out clear standards of conduct and ethics.	Complete
September 2022	Implement a new risk-based approach to assessing and monitoring suppliers within our supply chain.	Complete
September 2022	Updated mandatory training and support for all staff	Complete
September 2024	Ensure all contracts with new and strategic suppliers include appropriate modern slavery provisions.	New
September 2024	Ensure suppliers pay their employees in line with the Living Wage Foundation.	New
September 2024	Introduce mandatory Procurement training module for all employees to raise awareness of supply chain risks.	New

Continuous Monitoring

Date set	Commitment	Status
September 2023	Continue to screen and monitor all new and existing suppliers following a risk-based approach.	Ongoing
September 2023	Include modern slavery related questions in our sourcing activities.	Ongoing
September 2023	Annual revision of modern slavery training module to ensure it remains in line with best practice.	Ongoing

Responsibility and approval

This statement has been approved by the UK Executive Board on behalf of Forvis Mazars LLP. It is reviewed and updated annually.



James Gilbey

UK Senior Partner, Forvis Mazars LLP
January 2025

If you have any further questions in relation to our statement on Modern Slavery, contact us on 0207 063 4000 or via our on-line Enquiry Form - please use this [link](#).). Alternatively, if you have any concerns about modern slavery or human trafficking taking place in our business (or supply chain) contact our Ethics Partner at Greg.Hall@mazars.co.uk or our Speaking up (Whistleblowing) hotline ([Speaking up](#)).

Forvis Mazars is the brand name for the Forvis Mazars Global network (Forvis Mazars Global Limited) and its two independent members: Forvis Mazars, LLP in the United States and Forvis Mazars Group SC, an internationally integrated partnership operating in over 100 countries and territories. Forvis Mazars Global Limited is a UK private company limited by guarantee and does not provide any services to clients. Forvis Mazars LLP is the UK firm of Forvis Mazars Global.

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