

MODERN SLAVERY STATEMENT

ISSUE DATE: 1 APRIL 2025



INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. This statement relates to actions and activities of AAB Group during the financial year to 31 March 2025.

As a growing Group we are committed to preventing slavery and human trafficking occurring in any of our supply chains and business.

ORGANISATION'S STRUCTURE

We are a professional services group providing audit and accounting, tax, payroll and HR, outsourcing and advisory solutions globally, principally from offices in the United Kingdom and Ireland. We are comprised of the following trading entities:

AAB Audit & Accountancy Limited (was Sagars Accountants Limited)
AAB Business & Tax Advisory LLP (was Anderson Anderson & Brown LLP)
AAB Customs Limited
AAB Employer Solutions LLP (was A2+B LLP)
AAB Group Accountants Limited (was FPM Accountants Limited)
AAB Group Accountants (Ireland) Limited (was FPM Accountants (Ireland) Limited)
AAB Innovation Taxes Limited (was May Figures Limited)
AAB Payroll Inc.
AAB People Consulting Limited
AAB Team Limited
AAB Virtual Finance Limited (was French Duncan (Financial Controller) Limited)
AAB Wealth Limited
Anderson Anderson & Brown Audit LLP
Barlow Andrews LLP
Beech Business Services Limited
Elstan HR Ltd
French Duncan LLP
John F Daly Associates Limited
Kilkee Financial Services Limited
Ormsby & Rhodes Limited
Pioneer Bidco Limited
Pioneer Topco Limited
SeeHearSpeakUp Limited
Think People Consulting Limited
Wealthflow Group Limited

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SERVICES

The services AAB Group provides to its clients are predominantly office or site-based at clients' premises located in the UK, Ireland and the United States.

Most of its work is undertaken by its own people. AAB Group's professional service supply chain consists, on the whole, of other regulated professional service firms and individuals. Its assessment is that this represents a very low risk of anyone supplying it



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with services being involved in slavery and/or human trafficking. As a result of this assessment, AAB Group has not identified a need to take any additional action about such relationships.

Additionally, on the occasions where AAB Group contracts others to assist in the provision of services, the firm takes steps to ensure it has any required accreditations and are appropriately qualified. Given the nature of these relationships and the fact that they are predominantly UK and Ireland based, AAB Group also deems them low risk and considers that there are no additional steps required over and above its supplier approval processes.

The Group's Anti-Slavery Policy, a policy document which applies to all team members (including partners), makes specific reference to the Modern Slavery Act and the Group's position on improper business conduct of any sort. The Group encourages the reporting of any concerns in this area, whether under its internal Whistleblowing reporting processes or otherwise.

In conclusion, given the low risk profile of anyone supplying it with services being involved in slavery and/or human trafficking, the Group believes the current procedures are appropriate.

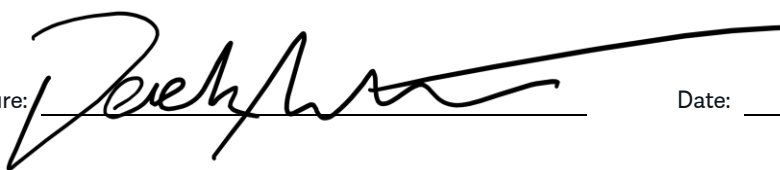
GOODS AND INDIRECT SERVICES

In terms of goods and non-regulated services supplied to AAB Group, our supply chains are non-complex, being almost solely restricted to suppliers providing infrastructure support and supplies such as property, marketing, ICT services and travel & subsistence for our teams. The Group assesses this to result in a low risk profile that anyone providing it with these goods or indirect services will be involved in slavery and/or human trafficking.

The Group's due diligence is proportionate to the identified modern slavery risk and its knowledge of its suppliers. AAB Group will review this in the coming year and where a change increases the risk it will adapt the review and assessment processes accordingly.

REVIEW

This is the fourth (2024/2025) year we have completed a Modern Slavery Statement and our focus for that year was in reviewing our key supply chain. During 2024 we rolled out our new supplier code of conduct so that new and existing suppliers understand what AAB are looking for in supplier relationships.

Signature:  Date: 28/04/2025



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UNITED KINGDOM + IRELAND + INTERNATIONAL

Tel: +44 (0)3332 419887

hello@aab.uk

www.aab.uk