

Lane Clark & Peacock LLP - Modern Slavery Act Statement 2023/2024

Lane Clark & Peacock LLP is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure this.

Our people

Our success depends on the energy, motivation, and talent of our people; therefore it is important that we offer an enjoyable place to work. We achieve this by having a friendly, inclusive and supportive culture and offering a range of benefits to facilitate work-life balance. We are committed to being a fair employer and upholding the legal and human rights of our people. Our policies and working practices promote equal opportunities and diversity and provide a safe working environment. These policies and working practices include:

- equal opportunities and non-discrimination in the work place and in recruitment, training and promotion irrespective of gender, age, religion or belief, race, disability, sexual orientation and employment status;
- protection from harassment or intimidation;
- flexible working and other family friendly policies;
- grievance and whistle-blowing practices and procedures;
- a health and safety policy and procedures to ensure safe and healthy working conditions;
- commitment to ensure that all staff receive fair remuneration for the job they perform; and
- a wellbeing programme to support everyone's physical and mental health.

More information is set out in our [Corporate Responsibility](#).

Our supply chain

We have zero tolerance to slavery and human trafficking within our supply chain. Suppliers are required to enter into contractual obligations with LCP to comply with all applicable anti-slavery and human trafficking laws and to implement their own due diligence procedures to ensure that there is no slavery and human trafficking within their own supply chains. Our [Statement of Supplier Expectations](#) outlines our expectations that our suppliers:

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- commit to responsible business practices by publishing and following a corporate responsibility policy;
- work with their own suppliers to encourage high social, environmental and governance standards throughout the supply chain;
- pay a fair wage to employees and contractors;
- promote diversity and inclusion in the workplace;
- provide a safe and healthy working environment for employees and contractors;
- respect workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively;
- commit to ensuring there is no slavery and human trafficking within their own supply chains or in any part of their business; and
- maintain policies and practices to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of retaliation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Lane Clark & Peacock LLP's slavery and human trafficking statement for the financial year ended 31 March 2024.

This statement was approved by the Board on 12 June 2024 and by the Members of Lane Clark & Peacock LLP on 4 July 2024.



Signed by:

Stephen Davies
Managing Director