



Crowe U.K. LLP

Modern Slavery and Human Trafficking Statement

This statement details the steps Crowe U.K. LLP took during the financial year ended 31 March 2024 to ensure that modern slavery is not taking place in any of its supply chains or in any part of its own business.

The statement is made in compliance with Section 54 of the Modern Slavery Act 2015. It outlines the controls we have implemented and the strategy we are following to maintain our commitment to complying with the letter of the law and achieving our underlying objectives.

Organisation

Crowe U.K. LLP (Crowe UK) is a limited liability partnership registered in England and Wales with company number OC307043. The firm operates from offices based in Bristol, Cheltenham, Kent, London, Manchester, Midlands, and Thames Valley, delivering audit, tax, advisory and consulting services to private individuals, partnerships and companies across many sectors. In this financial year, the firm had turnover of £164M.

Key activities and our commitment

Our services are primarily office based, supplemented by remote work and on-site client visits. We have robust employment policies in place to promote fairness and inclusivity in the workplace, with annual reviews of pay and rewards with secondary/interim reviews to supplement where appropriate. Our recruitment processes adhere to UK employment laws. We have established internal communication channels for raising concerns in connection with ethical practices, including in respect of modern slavery.

Our suppliers predominantly consist of regulated firms and individuals. We assessed the supply chain as low risk for involvement in slavery or human trafficking.

Most goods and services are utilised within our UK offices and operations, such as travel, accommodation, office supplies and technology. We assessed these goods and services as low risk.

Most of our business is conducted with clients based in the UK. We sometimes subcontract elements of international engagements with clients to firms outside of the UK, principally in the Crowe Global network.

When engaging third party contractors, we ensure they have the necessary qualifications and accreditations for the work being undertaken. We conduct appropriate due diligence to mitigate potential risks.



We have introduced a supplier code of conduct to ensure that our suppliers have a clear understanding of our expectations regarding business practices, including the prevention of modern slavery. This is on our website and each new supplier is provided with a link to this code as part of their onboarding process. Additionally, an internal code of conduct has been established outlining the firm's expectations regarding employee behaviour in day-to-day business operations.

Monitoring

The company encourages the reporting of any concerns related to modern slavery and other matters through its whistleblowing (speaking up) policy and processes. Partners and employees can raise concerns without the fear of retribution, victimisation, or other adverse consequences. As of the date of this statement the firm has not identified any instances of modern slavery or human trafficking.

Looking forward

We are committed to continuously improving our due diligence and monitoring processes, working collaboratively with our suppliers and platforms such as Risk Ledger to ensure compliance with ethical standards and legislation.

We will continue to review controls, and closely monitor our policies and standards, regulatory requirements, and available guidance in this area.

Conclusion

Based on actions taken and the ongoing improvements implemented, we are confident that our current policies and procedures are adequate. The firm remains committed to reviewing and updating these measures in accordance with applicable legislation.

We will uphold our commitment to preventing modern slavery within our supply chain and business operations by continuing to implement robust policies, conducting thorough assessments, and fostering transparent and collaborative relationship with our suppliers.

The statement is accessible on the modern slavery statement registry and has been approved by the Executive and the Supervisory Board of Crowe UK on behalf of its members, and is signed by:

Nigel Bostock

Chief Executive, Crowe U.K. LLP

Date: 13 September 2024