



MODERN SLAVERY STATEMENT

POLICY STATEMENT

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Montagu Evans LLP has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This statement relates to actions and activities during the financial year 1 April 2025 to 31 March 2026.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Montagu Evans LLP has a zero tolerance approach to modern slavery and strives to maintain its commitment to combatting and ending modern slavery in all of its forms. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chains. As a responsible and ethical business and employer, no employee of Montagu Evans LLP is paid less than the national minimum wage and all our employees over the age of 23 are paid at least the national living wage, in accordance with applicable laws. We are certified a national living wage employer by the Living Wage Foundation.

OUR BUSINESS

At Montagu Evans LLP, we've been providing expert advice in the property sector for nearly 100 years.

We are proud of that heritage - just as we are proud of our reputation as a highly professional firm of chartered surveyors and property consultants. We do not stand still and are forever adapting, constantly looking at innovative ways to service our clients and deliver forward thinking solutions.

Through our office network we are involved in some of the largest commercial, residential and mixed-use property projects in the UK today. Partners at Montagu Evans LLP have a hands-on style of working and are personally involved at all stages of a project - from inception to completion and beyond - making critical decisions that ensure the best possible outcome for our clients each and every time. We are totally committed and always direct. In a world where loyalty is rare, our approach has enabled client relationships to be fostered and maintained for many years.

This is what drives us: putting our clients first. It's why we remain a partnership. Even as Montagu Evans LLP continues to grow, with continuity amongst our partners and staff we really can offer the best possible service based on a stable and sustainable partnership ethos.

OUR HIGH RISK AREAS

The areas which we consider as higher risk are our outsourced building security and cleaning services. In order to mitigate this risk in addition to the checks outlined below, we ask that our suppliers conduct regular checks about the pay rates and working hours of their employees to ensure that they are compliant with the Working Time Directive 2000/3/88/EC, and the National Minimum Wage rates.

Another area that we consider to be higher risk is our outsourced IT supplier, who employ various staff across the UK, who are either based in one of our offices, or in their Head Office in Sussex, and access our IT systems remotely. In order to mitigate the risk in addition to the checks outlined below, we ask our supplier to conduct regular checks about the pay rates and working hours of their employees to ensure that they are compliant with the Working Time Directive 2000/3/88/EC, and the National Minimum Wage rates. We also regularly meet with the contract lead, to discuss service provisions, and where appropriate any staffing requirements.

OUR POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Equal opportunities policy.** This policy sets out the Company's stance on equal opportunities, and the measures that relate to fair recruitment and selection, including how cases will be dealt with if any issues are raised.

2. **Anti- corruption and bribery policy.** This policy outlines how Montagu Evans LLP chooses to conduct its business in an honest and ethical manner, and how to raise concerns.
3. **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chains, without fear of reprisals.

OUR SUPPLIERS

Montagu Evans LLP operates a supplier policy and maintains a preferred supplier list. We engage directly or via reputable agencies with each of our suppliers and conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contravenes nor conflicts with this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business;
2. They hold their own suppliers to account over modern slavery;
3. They pay their employees at least the national minimum wage (or, as applicable, the national living wage) and ensure that they operate lawfully in each country in which they operate; and
4. They understand that we may terminate the contract at any time should any instances of modern slavery come to light.
5. training and awareness of this policy

Montagu Evans LLP requires that each of its staff ensure that they read, understand and comply with this policy.

While we have every reason to believe that there is a very low risk of modern slavery occurring in our business or supply chains, we recognise that prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

Learning recourses and links to training are available on Montranet, our internal intranet. Staff are required as part of the private study element of their CPD to familiarise themselves with modern slavery issues so that they are able to identify as part of their day to day work any risk situations which may give rise to cause for concern. Staff are required to report any concerns that they may have in relation to modern slavery to their Line Manager.

PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified within our supply change, and during the course of our day to day business and engagement with Clients.

APPROVAL

This statement was approved in 2026 by our Executive Committee, who review and update it regularly.

Version	Date	Author	Summary of changes	Approved by
0.1	01-Feb-2022	[Unknown]	First version	ExCo
0.2	01-Jul-21	VT	Reviewed to ensure still current	ExCo
0.3	7-Apr-22	VT	Reviewed to ensure still current and in line with FY – to be reviewed annually thereafter.	ExCo
0.4	23-Oct-24	DW	Remove PM and added London Living Wage	Exco
0.5	22 Dec 25	VT	Reviewed to ensure still current	Exco
0.6	06 Apr 26	HF	Reviewed to ensure still current	Exco