



Corporate Social Responsibility

Modern slavery and human trafficking statement

Introduction

This statement sets out MHA MacIntyre Hudson's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our business and its supply chains. As a responsible business, we're committed to upholding the internationally recognised human rights through the way we operate. This statement relates to actions and activities during the financial year 1 April 2015 to 31 March 2016.

The firm recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The firm is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Firm's structure and supply chains

This statement covers the activities of MacIntyre Hudson LLP. With roots in the owner managed business community, the Firm has evolved advising the vital SME sector. Today we also provide a full range of financial and business strategy services to larger enterprises with additional needs be they audit, governance, tax mitigation or corporate finance.

The Firm currently operates in 14 different offices in the United Kingdom: Bedford, Birmingham, Canterbury, Chelmsford, Folkestone, High Wycombe, Leicester, London City, Maidstone, Milton Keynes, North London, Northampton, Peterborough and Reading. The Firm does not have international operations but has the ability to serve international clients through the membership of an international network of accountancy firms Baker Tilly International. The firm doesn't operate in high risk areas and we consider that none of our activities to be at high risk of slavery or human trafficking.

Risk assessments

Risk assessments for all our suppliers are done by individual offices on an ad-hoc basis as and when new suppliers need to be engaged or a service is to be re-tendered. The firm has a long-term relationship with the majority of the suppliers, forming trust and

confidence in their practices backed by their reputation in the marketplace. Risk Assessments of recruitment agencies we work with are undertaken by the Recruitment team. We have long-standing relationships with the majority of the agencies we work with and we are assured of their practices from previous experience and their reputation in the marketplace.

The right to work in the UK documents are always checked by the firm for all new employees when they start work for the firm. Temporary staff from agencies are always thoroughly checked prior to the appointment. All employees are given an employment contract and are made aware of all internal policies and procedures as well as their statutory entitlements and other benefits.

Due diligence

The Firm undertakes due diligence when considering taking on new clients and suppliers, and regularly reviews its existing clients and suppliers.

Relevant policies

The Firm has a complete suite of policies in place which include Whistleblowing policy, Code of Ethics, Equal Opportunities policy, Diversity policy and Requirement policy all of which deal with the antislavery initiatives either directly or indirectly. We are also introducing a Corporate Social Responsibility policy. A revision of all the policies will be undertaken in the following year to ensure that references to modern slavery and human trafficking are clear. The overall responsibility for the policies lies with the HR Director.

• Whistleblowing policy

The firm encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the firm. This includes any circumstances that may give rise to risk of slavery or human trafficking.

The firm's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. The Firm also has in place an open and transparent grievance process for all staff including agency workers.



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• Code of conduct

The firm's code makes clear to employees the actions and behaviour expected of them when representing the firm. We strive to maintain the highest standards of employee conduct and ethical behaviour at all times including when operating abroad and managing our supply chain.

• Equal Opportunities and Diversity policies

The firm is committed to providing equal opportunities in employment and to abolishing discrimination in employment and against customers. We are also fully committed to the elimination of unlawful and unfair discrimination and value the differences that a diverse workforce brings to the organisation.

• Recruitment policy

The firm uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

• Corporate Social Responsibility policy

The firm's Corporate Social Responsibility policy is in the last stages before approval and it sets out the core principles and guidelines for the firm's social responsibility activities.

Training

The firm does not currently require its staff to complete training on modern slavery and no specific training has taken place either directly within the company, nor with suppliers and others, to better understand and respond to the slavery and human trafficking risks. There are plans for rolling out an online training platform which will include training on Human Trafficking and Modern Slavery which will be made mandatory for all staff to undertake. These topics will also be incorporated in the firm's induction programme.

Awareness-raising programme

In light of the Modern Slavery Act, we're assessing the awareness of these issues among our staff and clients. As well as training staff, the firm will raise awareness of modern slavery issues by circulating a series of emails to staff and/or addressing the below issues in the firm's internal newsletter.

The emails or newsletter articles will explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the Firm; and
- what external help is available.

Board approval

This statement has been approved by the Firm's board of directors, who will review and update it annually.

Managing Partner's signature:

Managing Partner's name:
Rakesh Shaunak

Date:

12 October 2016