



Modern Slavery Statement

Purpose and scope

Modern slavery is a serious and often hidden crime in which people are exploited for criminal gain. The UK's Modern Slavery Act 2015 defines modern slavery as existing when a person is 'held' or 'forced' against their will by another person who knows or ought to know that the other person is being held in slavery or servitude or forced to perform compulsory labour.

Published in accordance with Section 54(1) of the Modern Slavery Act 2015 this statement (which applies to all businesses within our group) sets out the steps taken to prevent modern slavery and human trafficking within our businesses and supply chain to date; and outlines future planned development.

We will not knowingly support or deal with any business involved in slavery or human trafficking.

Our Organisational Structure

Bishop Fleming is the trading name for Bishop Fleming LLP, Bishop Fleming Bath Limited and Bishop Fleming Payroll Services Limited, all of whom have a registered address of Stratus House, Emperor Way, Exeter Business Park, Exeter, EX1 3QS. Further information on our registration status and regulated activities can be found on our website: www.bishopfleming.co.uk/legal-information.

Bishop Fleming operates from 7 offices in the United Kingdom which for the purposes of the Act, are all part of our supply chain.

Our governance, values and people

As a dynamic UK accountancy firm, we provide a comprehensive range of services across a wide range of sectors. We are governed and registered by the Institute of Chartered Accountants England & Wales (ICAEW). Further information on the ICAEW can be found at www.ICAEW.com.

Employing over 400 members of staff we are committed to paying people fairly and properly for the work that they perform. We promote diversity and inclusion and our staff are appraised and rewarded on our ambitions and values and ways of working.

Responsible for meeting our ambitions and values, the Management Board reviews and is responsible for all strategic and operational plans, including the review of risk from internal and external factors, including modern slavery and human trafficking.

All our staff are required to read our whistle blowing policy as part of their induction.

Our recruitment

We recruit our staff through advertising on our website, direct referrals from existing staff members and by using reputable agents. All employees who join the business are subject to checks including their right to work, verification of identity, evidence of qualifications and references.

Our Suppliers

The supply chain that supports our business comprises a wide range of suppliers, from smaller businesses to global companies, across many jurisdictions.

Our supply chain includes products and services from IT hardware and software, office stationery, fit-out and maintenance, marketing materials, recruitment agents through to outsourced services such as cleaning and catering.

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Our Commitment and Plans

We are committed to acting ethically and with integrity in our business relationships and implementing and enforcing effective systems and controls which address the risks of modern slavery and human trafficking anywhere within our business and supply chains is of key importance to us.

We are building upon existing processes across several areas in our business including our supplier engagement and staff training and reporting.

Over the next 12 months we plan to build on the robustness of our supply chain which will include:

- Building a risk assessment for reviewing and monitoring modern slavery for our major suppliers and applying the assessment to future engagements
- Providing modern slavery and whistleblowing awareness training for all our people.
- Publishing a knowledge hub for staff on our intranet with guidance and advice on modern slavery.

Our Policies

Our whistle blowing policy encourages the reporting of concerns by staff, clients and other parties in relation to a risk, malpractice or wrongdoing that affects others. Our policy is designed to ensure that individuals feel able to make disclosures without fear of reprisal.

In addition to our whistle blowing policy we operate within and comply with the ICAEW code of Ethics and have a number of internal policies and procedures to ensure that we are conducting business in an ethical and transparent nature including:

- Anti-bribery and corruption (including gifts and hospitality)
- Anti-Money Laundering

Approval and review

This statement applies to the financial year ending 31 May 2022 and has been approved by the Management Board who will review and update it annually within the framework of the Modern Slavery Act 2015.



Andrew Sandiford
Managing Partner

8 November 2021