

1. All companies that operate under Ackerman Pierce Limited are committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Ackerman Pierce are committed to ensuring that their staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Ackerman Pierce provide appropriate training and awareness information for all its staff. In particular:
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Tarak Mekni tmekni@ackermanpierce.com.
5. Reports surrounding these issues are taken extremely seriously by our senior management team who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards, Removing that organisation from our preferred supplier list if required, Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - Working in line with our Modern Slavery Policy and Modern Slavery Statement.
 - The percentage of our clients who sign up to an appropriate code / provide their own modern slavery statements,
 - The effectiveness of enforcement against suppliers who breach policies,
 - Internal audits, re-audits, spot checks, and related due diligence, and
 - The level of modern slavery training and awareness amongst our staff.

7. As part of our efforts in this area, we publish a Modern Slavery Statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies for each independent limited company, including our:
 - Corporate Social Responsibility Policy
 - Safeguarding Policy

This policy was adopted on 24.02.2026 after being agreed by Senior Management team. It is reviewed annually.