Modern Slavery and Human Trafficking Statement

Statement period	July 2026 to June 2027
Published	20/07/2026
Approved by	Chief Executive
Next review	01/07/2027

About this statement

- Anstey Horne's annual global turnover does not currently meet the threshold at which publication of a modern slavery and human trafficking statement is a legal requirement under the Modern Slavery Act 2015 (currently £36 million).
- We publish this statement voluntarily. We are committed to acting ethically and with integrity in all our business dealings, and to ensuring that modern slavery and human trafficking have no place in our business or supply chains.
- This statement covers the six areas recommended by the Modern Slavery Act transparency framework.

1. Our organisation and supply chains

Anstey Horne is a Building Surveying, Fire Safety and Project Management Consultancy based in London, Birmingham, Bristol, Brighton, Cardiff, Leeds, Manchester, Newcastle, Norwich and Plymouth. We employ approximately 150 people across our offices.

Our supply chains are primarily professional services in nature - we engage suppliers of services relevant to Anstey Horne, e.g. specialist consultants, software and technology providers, facilities management services and professional training providers. We do not manufacture goods or operate in sectors traditionally associated with high modern slavery risk, such as agriculture, garments or electronics.

Our procurement activity is largely UK-based. Where we engage suppliers based overseas, we apply the same due diligence standards as for UK suppliers.

2. Our policies

We have a Modern Slavery Policy which applies to all employees, workers, contractors and anyone else working on our behalf. The policy sets out our commitment, explains what modern slavery is and how to recognise it, and provides a clear process for raising concerns.

Our policy is supported by:

- a Whistleblowing Policy - providing a clear and protected route for raising any concern, including concerns about modern slavery
- a Grievance Policy - ensuring anyone who raises a concern and believes they have suffered detriment as a result can seek redress
- supplier due diligence guidance built into our procurement process

All of our policies are reviewed annually. Our Modern Slavery Policy is owned and overseen by senior management.

3. Due diligence

Before engaging any new supplier, those responsible for procurement are required to apply a due diligence checklist that includes consideration of modern slavery risk. This covers:

- whether the supplier operates in countries or sectors known to carry higher modern slavery risk
- whether the supplier is aware of modern slavery as an issue and appears to take it seriously
- whether the supplier is willing to be transparent about its own supply chain
- whether staffing costs appear consistent with a legitimate business
- whether the supplier has whistleblowing arrangements in place

Where a supplier presents any concern in response to these questions, the matter is escalated to a director before the supplier is engaged.

We include contractual provisions in our supplier agreements requiring compliance with applicable law, which encompasses the Modern Slavery Act 2015 where relevant.

4. Risk assessment

We assess our modern slavery risk as low. This reflects:

- the professional services nature of our business and supply chain
- our primarily UK-based procurement activity
- the relatively small size of our supplier base, which allows for closer relationships and greater visibility

We recognise that modern slavery can occur in unexpected contexts and do not treat a low inherent risk as a reason to be complacent. We review our risk assessment annually as part of the refresh of this statement.

5. Key performance indicators

We monitor our performance in this area through the following measures:

- the proportion of new suppliers assessed using our due diligence checklist before engagement
- the number of concerns raised internally relating to modern slavery (including nil returns)
- completion of annual policy review by Graham North, CEO

For 2026-2027, we have assessed all new suppliers against our due diligence checklist, received no reports of modern slavery concerns and completed our annual policy review.

6. Training and awareness

Our Modern Slavery Policy is provided to all employees and workers at induction and is available to all employees at all times. It sets out what modern slavery is, how to recognise signs of it, and what to do if a concern arises.

No specific modern slavery training programme was delivered during this period. We are reviewing our approach to training and will consider additional provision in the coming year.

7. Approval

This statement has been approved by the board of directors of Anstey Horne & Co Ltd and will be reviewed and updated annually.

Signed: _____

Name: Graham North

Title: Chief Executive

Date:

This statement is published voluntarily. Anstey Horne's global annual turnover does not currently meet the £36 million threshold at which publication is a legal requirement under the Modern Slavery Act 2015. If our turnover reaches or exceeds that threshold in a future financial year, we will be legally required to publish a statement within six months of the end of that financial year.