

Anti-Slavery and Human Trafficking Statement

Modern slavery is a hidden crime and blight on our global society that encompasses slavery, servitude, forced labour and human trafficking. We all have a responsibility to be alert to risks, however small, in our business and supply chain. All our colleagues are expected to report concerns and management are expected to act on them.

The Modern Slavery Act 2015 requires any commercial organisation to produce and publish an annual slavery and human trafficking statement if it supplies goods or services; carries out its business or part of a business in the United Kingdom and is above a specified turnover. This statement relates to actions taken by Fisher German to address risks of Modern Slavery within our supply chain during the financial year from 1 April 2019 to 31 March 2020.

Organisational Structure

Fisher German is a Limited Liability Partnership that provides professional services in the form of surveying and town planning to its clients. We have a national network of twenty-five offices and circa 600 personnel across the United Kingdom. Fisher German's supply chain predominantly comprises professional services firms such as solicitors, accountants, other surveying firms, suppliers of business products and/or services and people with a trade.

Our approach and commitment

Fisher German is committed to working to the highest ethical standards and complying with all laws, regulations and rules relevant to our business. Our reputation is paramount and we take our corporate and social responsibilities very seriously, this is embodied in our vision "To always add maximum value through understanding, creativity and excellence."

The company will not support or deal with any business knowingly involved in slavery or human trafficking. We expect all our suppliers to operate fair and ethical workplaces, where workers are treated with dignity and respect and the highest standards of human rights are upheld.

Whistleblowing Policy

Fisher German encourage all colleagues to report any concerns relating to our business activities. Our Whistleblowing Policy is designed to ensure that any matter raised in line with the procedure will be investigated thoroughly and promptly, with the appropriate action being taken where wrongdoing is confirmed. In addition, the policy makes clear that these concerns can be raised without fear of detrimental treatment.

Our supply chain

Fisher German is committed to driving out acts of slavery and human trafficking from within its own business and from within its supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to it.

As part of the company's due diligence process into slavery and human trafficking, Fisher German only obtain services and goods from those on our approved contractor and/or supplier lists. The Company checks that all

its suppliers adhere to the Modern Slavery Act 2015 and reviews this on an annual basis. Imported products taken from outside the UK and EU is limited but may from time to time arise and are potentially more at risk for slavery and human trafficking issues. The level of management control for these sources will be closely monitored.

Due to the nature of our business (including regulated status) our existing robust recruitment and hiring processes, our existing Approved Contractor List and our straightforward supply chains, we continue to believe that there is a very low risk of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains.

Further Steps

We will communicate this statement annually to all personnel to reaffirm our commitment towards driving out slavery and human trafficking.

We have introduced a short eLearning module on modern slavery from August 2018 that all personal are required to complete.

This statement was reviewed and approved by the members of Fisher German LLP on 30 March 2020.

This policy statement will be reviewed annually and published.

A handwritten signature in black ink, appearing to be 'AB'.

Andrew Bridge
Managing Partner
For and on behalf of Fisher German

31 March 2020