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Modern Slavery Act Statement

2023/24

Modern Slavery Act Statement

This statement is made on behalf of Fisher German LLP and its group companies (collectively, “we”, “us” and “our”) in accordance with Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 March 2024.

Introduction

Modern slavery is the illegal exploitation of people for personal or commercial gain. It is all around us, but often just out of sight. Fisher German LLP is committed to working to high ethical standards, sourcing responsibly, and taking reasonable steps to prevent modern slavery and human trafficking throughout our business and in our supply chain.

Our structure and business

We are a firm of chartered surveyors and specialist property consultants. We operate as a limited liability partnership registered in England & Wales, owned by our members, and employ 830 people. We have 26 offices across the UK.

We were established in September 2000 after the merger of Fisher Hoggarth and Germans, both with a history dating back to 1830. Since then, we have grown significantly, most recently by merging with Vine Property Management LLP (2019) and Matthews & Goodman LLP (2022).

We act for a wide range of clients including blue-chip companies, pension funds, private landowners, utility companies, national charities, local authorities, and government agencies. We organise our business into five divisions: Advisory Services, Agency, Property Management & Consultancy, Infrastructure Services, and Shared Services.

Our supply chains

Our supply chain comprises suppliers of professional services (e.g., solicitors, accountants and other surveying firms), suppliers of business and technology services, and contractors. Our suppliers support our business to function and, in turn, enable us to serve our clients. The majority of our suppliers are UK-based.

Our approach

We have zero tolerance for slavery and human trafficking. This is reflected in our policies and processes, which are subject to continuous review and improvement.

- Our *Modern Slavery Policy* reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls.
- Our *Whistleblowing Policy* encourages staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate and that their confidentiality will be respected.
- Our *Health & Safety Policy* sets out our arrangements for ensuring we meet our health and safety obligations to staff, and anyone visiting our premises or affected by our work.

- Our *Outsourcing Policy* includes a requirement for supplier due diligence checks.
- Our *Environment, Social & Governance Policy* commits us to act responsibly in line with ISO 26000 standards for social responsibility and sustainable development.
- Our *Recruitment Process* includes checking that all prospective employees are entitled to work in the UK before we employ them.

Alongside our policy framework, our Director of People is designated as our Modern Slavery Reporting Officer (MSRO). Our MSRO acts as a focal point for our anti-modern slavery activities and:

- keeps under review our *Modern Slavery Policy* and processes,
- receives reports of suspected modern slavery and human trafficking, and
- communicates details of our reporting processes to our people.

Training & awareness

We provide training to our people that is relevant to them. This includes annual modern slavery and human trafficking training for all employees. We have a dedicated intranet page containing information and guidance, and induction materials for people joining us.

Further steps

We assess the risk of slavery and human trafficking in our own business and supply chain as low given the nature of our services, and the type of services provided by our suppliers. Even so, we are continuing our work towards the following actions:

- developing further our understanding of our supplier base and risk profile,
- the introduction of a Supplier Code of Conduct as a means to obtain suppliers' commitment that they will comply with anti-slavery and human trafficking law and regulation, and
- enhancing our supplier due diligence process so it is applied on a risk-sensitive basis.

Approval

This statement is approved by Andrew Bridge, Managing Partner on behalf of Fisher German LLP.



Andrew Bridge
Managing Partner
Fisher German LLP

Date: 22 July 2024