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2025/26

# Modern Slavery Act Statement



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## Professional memberships and accreditations

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Fisher German LLP is a limited liability partnership.  
Registered in England and Wales. Registered Number: OC317554. Registered Office: The Head Office,  
Ivanhoe Office Park, Ivanhoe Park Way, Ashby-de-la-Zouch, Leicestershire, England, LE65 2AB. A list of  
members' is available for inspection at Head Office.

## 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 2026.

### 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 and Wales, owned by our members, and employ 860 people. We have 22 offices across the UK.

We were established in September 2000 following the merger of Fisher Hoggarth and Germans, both with histories dating back to 1830. Since then, we have grown significantly, most recently by mergers 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. Most 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 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 [Environmental, Social and Governance Policy](#) commits us to act responsibly in line with ISO 26000 standards for social responsibility and sustainable development.
- The implementation of Phase 1 of our [Supplier Management and Procurement Framework](#) enhances our Modern Slavery efforts by ensuring visibility of all supplier engagements, applying proportionate controls based on risk, and building evidence to support effective procurement practices.

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 and awareness

We provide training to our people that is relevant to them. This includes annual modern slavery and human trafficking training for all employees. At the end of the reporting period, the organisation has achieved a training completion rate of 92%, reflecting continued engagement with and uptake of modern slavery awareness training across the workforce.

We have a dedicated intranet page containing information and guidance and induction materials for people joining us.

## Progress Since the Previous Statement

The organisation has made measurable progress in strengthening its framework for identifying and mitigating modern slavery risks within its supply chain during the reporting period. Key developments include:

- **Development of supplier risk profiling**  
The organisation has advanced its understanding of its supplier base and associated risk profile through a structured review and categorisation exercise. Suppliers have been assessed based on value and risk criteria, with priority given to high-value, high-risk suppliers. These suppliers are subject to enhanced scrutiny, including the completion of Due Diligence Questionnaires (DDQs), to assess compliance with applicable legal and ethical standards.
- **Implementation of a Supplier Code of Conduct**  
A formal Supplier Code of Conduct has been introduced to reinforce expectations that all suppliers comply with anti-slavery and human trafficking legislation. This forms part of a strengthened onboarding process, whereby all new suppliers are provided with a comprehensive information pack outlining key organisational requirements, including health and safety, information security, and financial controls. The Code of Conduct sets out clear expectations in relation to ethical business practices, including the prevention of modern slavery.
- **Enhancement of risk-based due diligence processes**  
The organisation has enhanced its due diligence framework to ensure that supplier controls are applied on a proportionate, risk-based basis. All prospective suppliers are required to complete a supplier questionnaire during onboarding. Based on the size and risk profile of the supplier, additional documentation may be requested, including the supplier's own modern slavery policy, to support a more robust assessment process.

## 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:

- Our Procurement Manager is currently in the process of delivering a series of workshops aimed at providing colleagues with a deeper understanding of our evolving Procurement & Supplier Management Framework. These sessions will also cover the management of our Procurement Helpdesk.
- We are continuing to strengthen our procurement and supplier governance processes by continuing work on our central Supplier and Procurement request process so Procurement is involved earlier in supplier engagements, updating our Approved Supplier List for suppliers that have completed our onboarding and governance requirements, and creating a central contract register to improve visibility of supplier arrangements.

**Approval**

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



Andrew Bridge  
Managing Partner  
Fisher German LLP

Dated: 26 June 2026