

# Modern slavery statement

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that Kreston Reeves LLP (the Firm) has taken to ensure that slavery and human trafficking is not taking place in any part of our business activities and supply chain.

## About us

Kreston Reeves is a Limited Liability Partnership employing approximately 500 staff in 7 offices across London, Kent and Sussex in the United Kingdom. Our core business is to help businesses, not for profit organisations and private individuals and families based primarily in the UK with accountancy, business, and wealth advice.

Our purpose is 'to guide our clients, colleagues and our communities to a brighter future' and our values are; be human, make it personal, be crystal clear, look ahead and understand. Our purpose and values are embedded within the firm's culture and define who we are, what we stand for and how we behave. All staff and partners are expected to consistently demonstrate the values through their actions and behaviours within the business and to their clients and we have systems in place to ensure that behaviour is measured against these values, such as our *Reward and recognition* system and our *Clear review* feedback tool.

## Our supply chain

The Firm believes the risk of slavery or human trafficking within its business activities is low, however we recognise the importance of remaining vigilant and maintaining high standards.

We conduct regular risk assessment of our Kreston Reeves supply chain and the Firm does not knowingly engage with any individuals or businesses involved in modern slavery or human trafficking. In cases of high risk, we audit the supplier and, as appropriate, we require them to take specific measures to ensure that the risk of modern slavery is significantly reduced.

## Policies and internal practices

The Firm has a number of policies and processes to ensure that we are conducting business in an ethical and transparent manner and to minimise the risk of modern slavery occurring within the business activities or supply chains.

We have robust recruitment processes in place to ensure all new employees are adequately vetted. We conduct right to work checks for all employees and run our own employment reference checks to safeguard against human trafficking and/or individuals being forced to work against their will.

Our HR team receive awareness training to ensure they are vigilant to the potential for modern slavery within the workforce.

Our modern slavery policy sets out the Firm's zero tolerance on slavery and human trafficking and documents what we do to minimise the risk within business activities. The policy serves as a continual reminder to all staff of what modern slavery is and what actions to take if there are any suspicions or concerns.

Our whistleblowing policy encourages employees to report any wrongdoing in our business, including any suspected criminal activity such as human trafficking or modern slavery. The policy allows employees to make disclosures without fear of retaliation or detrimental treatment.

The Firm embraces and maintains high standards of compliance procedures relating to investments, anti-money laundering, audit compliance, anti-bribery and corporate criminal offences.

All partners and members of staff demonstrate high standards of professional conduct by following the *ICAEW Code of Ethics* throughout our business activity.

This statement has been approved by Richard Heasman, HR Partner on 28 September 2023 on behalf of the designated members of Kreston Reeves LLP. The statement will be reviewed each financial year.

For all your business, tax and wealth needs.

**Call:** +44 (0)330 124 1399

**Email:** [enquiries@krestonreeves.com](mailto:enquiries@krestonreeves.com)

**Visit:** [www.krestonreeves.com](http://www.krestonreeves.com)

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