

## **Bailey Partnership (Consultants) LLP Modern Slavery Act 2015 Statement**

### **Introduction**

This statement sets out Bailey Partnerships approach to dealing with modern slavery and human trafficking in accordance to the Modern Slavery Act 2015.

Bailey Partnership identifies that we are not legally required to provide a Modern Slavery statement however it recognises the importance and magnitude of the issue and is committed in taking steps to prevent modern slavery and human trafficking in our business and supply chain.

### **What is Modern Slavery?**

Modern Slavery is a crime against an individual's basic human rights. It takes place in many forms including (but not limited to) slavery, servitude, human trafficking and forced or compulsory labour. The International Labour Organisation (ILO) estimates 40.3 million people are held in modern slavery, including 24.9 million in forced labour. Of the 24.9 million people trapped in forced labour, 16 million people are exploited in the private sector in services such as domestic work, construction or agriculture; 4.8 million persons are victim of forced sexual exploitation; and 4 million persons are in forced labour imposed by state authorities.

### **Our Business**

Bailey Partnership (Consultants) LLP is an award-winning, multi-disciplinary practice providing a wide range of construction and property consultancy services across the United Kingdom. We employ around 100 employees based across the South of England and our office portfolio is located across 4 sites, Plymouth, Exeter, Bristol & Sevenoaks. Our current workforce are considered as highly skilled professionals who are paid above the National Living Wage.

Bailey Partnership are committed in our investment to Corporate Social Responsibility. Corporate responsibility permeates all areas of our practice and is an integral part of our business management systems. We recognise the direct link between the sustainable economic growth of our business and our ability to better fulfil our responsibilities to the communities where we live and work, our employees, our suppliers, and the environment.

### **Our supply chain**

Our supply chain consists of both suppliers and subcontractors. Approximately 500 are direct suppliers, and we have currently worked with approximately 106 subcontractors this year so far. Approximately 13% of our revenue is spent on sub contractors.

Bailey Partnership is the trading name of Bailey Partnership (Consultants) LLP, a limited liability partnership registered in England and Wales No. OC420278.

Our supply chain is vast and varied and covers a range of professionals from cleaners to legal and financial advisors.

## **Our Risk Areas**

Bailey Partnership does not work on any overseas projects and in addition, 100% of our workforce is based in the UK. We believe that our current direct employees who are all office based are not at risk of any forms of Modern Slavery. However, Bailey Partnerships supply chain may work on overseas projects- therefore we consider our most likely risk to be in our supply chain.

Bailey Partnerships subcontractors and suppliers are now required to confirm their commitment and actions in ensuring that modern slavery, forced labour and human trafficking is not occurring in their organisation or in their supply chain.

## **Our approach to managing the risk**

1. We have undertaken a risk assessment as stated above which will be reviewed on an annual basis.
2. We ensure that we complete a thorough recruitment process ensuring that the “Right to Work” in the UK checks are completed.
3. We have issued a company wide newsletter to all of our employees detailing them with guidance on how to spot signs of Modern Slavery.
4. In addition to the newsletter we have also provided online training for all existing staff to complete, this training has also been inputted into the induction for all new starters.
5. We have updated our pre-qualification questionnaire-an integral part of our quality process for accepting new suppliers and subcontractors onto our approved supplier list-to include questions regarding their approach to tackling modern slavery
6. We have updated our Terms and Conditions to reflect our stance on Modern Slavery.

**In addition Bailey Partnership have the following internal policies & procedures which we believe supports our zero tolerance to modern slavery:**

1. Anti Corruption Policy which all our staff have access to which details our approach with these matters.
2. We have implemented a robust Whistleblowing Policy which is available for all staff on the staff intranet and the staff manual to encourage any issues of this nature to be raised.
3. We have updated our Corporate Social Responsibility Policy to reflect our commitments and zero tolerance approach to modern slavery.
4. We have an Equality & Diversity Policy.
5. We conduct employee representative meetings every 6 months where confidential matters can be raised.

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## Going forward

Bailey Partnership (Consultants) LLP will continue to work with its supply chain & direct employees to ensure that there is a zero tolerance approach to modern slavery. We will do this by:

- 1) Constantly reviewing our risk areas
- 2) Constantly reviewing our policies and procedures on these matters
- 3) Continuing to educate our workforce around modern slavery and encourage the use of our whistleblowing policy when appropriate.
- 4) Continuing to work with our suppliers & subcontracts on these matters;
- 5) Dealing with our subcontractors and suppliers in a formal way if any breaches in our policy occur.



Partner Responsible for Human Resources  
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