

HALL AND PARTNERS (SPECIAL PROJECTS) LIMITED

MODERN SLAVERY (ANTI-SLAVERY AND HUMAN TRAFFICKING) POLICY

APPENDIX

Hall and Partners

Suites 1 & 2
Cheviot House
Beaminster Way East
Kingston Park
Newcastle upon Tyne
NE3 2ER

T: (0191) 2142360
E: info@hallandpartners.co.uk
W: www.hallandpartners.co.uk



MODERN SLAVERY (ANTI-SLAVERY AND HUMAN TRAFFICKING) POLICY

APPENDIX

24 February 2026

CONTENTS

1.0	PURPOSE
2.0	SCOPE / TO WHOM THIS POLICY APPLIES
3.0	RESPONSIBILITY FOR POLICY
4.0	COMPLIANCE WITH THIS POLICY - INSTRUCTION FOR ALL PARTIES THAT THE POLICY APPLIES TO:
5.0	BREACHES OF THIS POLICY

Document Preparation and Issue Control

Date	Revision/Amendment Details & Reason	Author
20.03.20	Full policy revision and rewrite as part of our review under the Governments Good Work Plan	Lynsey Walker
15.03.21	Annual Review – No updates required	Lynsey Walker
21.03.22	Annual Review – Corrections to typos. No other updates.	Lynsey Walker
21.06.23	Full review as part of the Staff Handbook and Policy update	Lynsey Walker
24.02.26	Annual review by Director and external HR consultant	Matt Fletcher

Rev	Originator	Approved	Date
05	Matt Fletcher	Mark Sanderson	24 February 2026

*This document is to be reviewed annually and updated to current legislation. Next review due: **February 2027***

MODERN SLAVERY (ANTI-SLAVERY AND HUMAN TRAFFICKING) POLICY

APPENDIX

24 February 2026

1.0 PURPOSE

- 1.1 Modern Slavery is a criminal offence and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.
- 1.2 Hall and Partners (Special Projects) Limited has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings, relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business.
- 1.3 Hall and Partners (Special Projects) is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery, consistent with our disclosure obligations under the Modern Slavery Act 2015. Hall and Partners (Special Projects) Limited expect the same high standards of all consultants, contractors, suppliers and other business partners. We will monitor our suppliers' compliance with Modern Slavery requirements.

2.0 SCOPE / TO WHOM THIS POLICY APPLIES

- 2.1 This policy applies to all individuals working for Hall and Partners (Special Projects) Limited or on our behalf in any capacity, including employees at all levels, directors, agency workers, seconded workers, volunteers, interns, agents, external consultants, third-party representatives, business partners, contractors, sub-contractors and tendering processes where we impose the policy on partners.
- 2.2 This policy does not form part of any employee's contract of employment and Hall and Partners (Special Projects) Limited may amend it at any time.

3.0 RESPONSIBILITY FOR POLICY

- 3.1 The Directors have overall responsibility for ensuring this policy with senior management; and managers have day to day responsibility to ensure compliance with our legal and ethical obligation.
- 3.2 The Directors have primary day to day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- 3.3 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

MODERN SLAVERY (ANTI-SLAVERY AND HUMAN TRAFFICKING) POLICY

APPENDIX

24 February 2026

4.0 COMPLIANCE WITH THIS POLICY - INSTRUCTION FOR ALL PARTIES THAT THE POLICY APPLIES TO:

- 4.1 You must ensure you read, understand and comply with this policy.
- 4.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 4.3 You must notify your manager or one of the Directors as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.
- 4.4 If you are unsure whether a particular act, the treatment of workers more generally, or their working conditions within our supply chains constitutes any of the various forms of modern slavery, raise it with your Line Manager or one of the Managing Director.
- 4.5 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Hall and Partners (Special Projects) Limited is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of your own business or in any part of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform one of the Directors or Senior Managers immediately. If the matter is not remedied, and you are an employee, you should raise it formally using the Grievance Procedure which can be found in the Employee Handbook.

5.0 BREACHES OF THIS POLICY

- 5.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 5.2 Hall and Partners (Special Projects) Limited may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.