



## MODERN SLAVERY STATEMENT

This statement is made on behalf of Stonehage Fleming (UK) Limited (“Stonehage Fleming”) and all UK subsidiaries of the Stonehage Fleming Group that are subject to the requirements of section 54 of the UK Modern Slavery Act 2015 (“the Act”) in respect of the financial year ending 31 March 2020.

The Modern Slavery Act 2015 requires commercial organisations which supply goods or services, carry out business in the UK and meet the annual turnover threshold of at least £36m from the provision of goods and services to publish an annual Slavery and Human Trafficking statement.

Set out below are the steps Stonehage Fleming is taking to ensure that neither slavery nor human trafficking take place in any of our UK entities or any supply chains that we work with.

## OUR BUSINESS

Stonehage Fleming is the leading independent Family Office group in the EMEA region, and the second largest in the world. We are the valued adviser to the world’s leading families and wealth creators. We work with families to help determine a purpose and strategy for their wealth, providing the platform to protect and manage their assets, across generations. The firm is owned c.50% by those working in the business. We operate from 11 offices in 8 geographies with about 200 staff in the UK.

## SUPPLY CHAINS

Stonehage Fleming’s suppliers provide services which come under many categories: Administration, Communication, IT services, Marketing, and Recruitment, amongst others. Stonehage Fleming does not act as a producer, manufacturer, or retailer of any physical goods and has no supply chain in relation to such activities. As such it is considered to be at low risk of exposure to slavery and human trafficking issues.

We are aware that many of our suppliers may have operations or import goods from overseas and, while respecting human rights in the supply chain is ultimately their responsibility, we recognise our responsibility to avoid, where possible, transactions with such suppliers who do not adhere to the Slavery and Human Trafficking laws. If we identify any breaches of these laws within our supply chain we will take the necessary remedial action.

## RECRUITMENT

Stonehage Fleming has a robust recruitment process in place. Detailed background checks are carried out prior to all new hires joining the Company in order to allow for the discovery of any human rights abuses and to ensure that Stonehage Fleming does not participate in any human trafficking practices. Stonehage Fleming provides a safe working environment and role-appropriate remuneration, including a benefits package providing health and welfare options to support our employees. Consequently, we can assert that all human rights laws and international standards are adhered to.

## CONDUCT

Our Code of Conduct policy outlines the way in which we expect people to behave and the manner in which they treat others. We are working to ensure that all employees within the Company are aware

that we have a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. If we identify any breaches of these laws within our offices we will take the necessary remedial action.

#### REPORTING KNOWLEDGE OR SUSPICION OF SLAVERY OR HUMAN TRAFFICKING

Stonehage Fleming maintains a robust whistleblowing policy which provides details as to how employees can raise their concerns about the conduct and treatment of other employees. A copy of the policy is readily available to all employees on the Company Intranet.

#### TRAINING

Stonehage Fleming is aware of the issues surrounding modern slavery and human trafficking and has raised awareness among employees via its intranet site, in the Employee Handbook and by providing links to the [modernslavery.co.uk website](https://www.modernslavery.co.uk). References to the Modern Slavery Act 2015 are included as part of our induction for new employees.

The Company provides compulsory training for all employees and has incorporated anti-slavery and human trafficking training into this programme on a biennial basis in order to ensure our employees are aware of both the Company's and their obligations under slavery and human trafficking laws.

This statement has been approved by the Board of Directors of Stonehage Fleming (UK) Limited on behalf of the relevant UK subsidiaries that are subject to the requirements of section 54 of the Act.



Director  
For and on behalf of  
Stonehage Fleming (UK) Limited

