

Modern slavery statement

Organisation

This statement applies to Godfrey Wilson Limited (referred to in this statement as “the Organisation”). The information included in the statement refers to the financial year 1 October 2023 to 30 September 2024.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property;
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under

relevant employment legislation in the UK, and in many cases exceeds those minimums in relation to its employees.

Organisational structure

Godfrey Wilson Limited is constituted as a private limited company registered in England and Wales. It is managed and owned by four UK-based directors and has a staff team of around 35 who work from a single office in Bristol, UK.

The firm provides accountancy, assurance and tax services to around 600 clients, made up of charities, SMEs, and individuals. All work is carried out in the UK.

Staffing and supply chains

The vast majority of our expenditure is labour costs. All our staff work in the UK and we do not use outsourcing or offshore staffing. We recruit our staff through advertising on our website, direct referrals from existing staff members, and by using reputable agents. All employees who join the business are subject to checks including their right to work, verification of identity, evidence of qualifications and references.

The supply chain that supports our business comprises a wide range of suppliers. Where possible we use small, local companies whose business ethics align with our own high standards. Where this is not possible, we use reputable, larger companies who may operate in other jurisdictions.

Our supply chain includes products and services from IT hardware and software, telecoms, insurance, office stationery and equipment, office/venue rental and maintenance, training providers, recruitment agents, and professional services. In areas that might be at increased risks of trafficking or slavery such as cleaning, we require the company to confirm that the correct right to work checks have been performed.

Organisational policies

The following organisational policies support our approach to the prevention of modern slavery:

- Recruitment, onboarding and probation;

- Wellbeing, health and safety;
- Equality, diversity and inclusion;
- Conduct;
- Whistleblowing.

We also adhere to the ethical standards of the ICAEW for Chartered Accountants. Our commitment to tackling modern slavery is also embedded in our organisational values of being: accountable, passionate, ethical, quality-focused and collaborative.

New employees undergo comprehensive training on the firm's policies and values. The induction process is completed within the first week of employment, and refresher training is provided throughout employment, underpinned by a comprehensive Staff Handbook.

Assessing and managing risk

In general, the Organisation considers its exposure to modern slavery and human trafficking to be low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

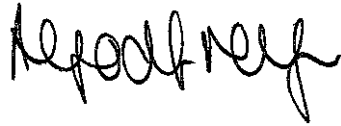
Embedding the principles

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking;
- ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance;
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices;
- continuing to take action to embed a zero tolerance policy towards modern slavery.

Approval and review

This statement applies to the financial year ending 30 September 2024 and has been approved by the directors who will review and update it annually within the framework of the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to read 'Alison Godfrey', written in a cursive style.

Alison Godfrey FCA

Director

1 October 2024