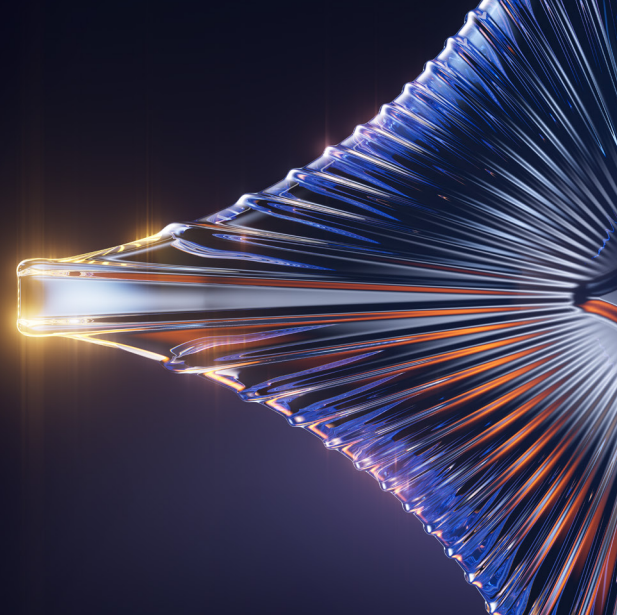




# Modern Slavery Statement 2025



This statement has been published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that HaysMac 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 chains.

The Firm does not consider any of our activities to be at high risk of slavery or human trafficking. However, we remain diligent to manage this risk and are committed to tackling modern slavery in our business activities and supply chains.

## Firm structure

The Firm is a limited liability partnership of chartered accountants and tax advisors located in the UK. We also have a subsidiary company, incorporated in South Africa. We provide sector-focused advice to business leaders, owner-managed businesses, public interest entities (PIE), charities, and not for profit organisations.

## Supply chains & due diligence

Goods and non-regulated services supplied to HaysMac are items for use in its office, or services in respect of normal business operations such as office space, IT hardware and software, stationery, travel, and accommodation. The Firm assesses this to result in a very low risk profile that anyone providing these goods or indirect services will be involved in slavery and/or human trafficking.

## Relevant policies

Members of staff and partners are made aware of the actions and behaviours that are expected of them when representing the Firm, and there are clear employment policies and procedures in place which they are expected to comply with.

These policies and procedures either directly or indirectly inform our commitments to ending modern slavery and are continually reviewed and updated and regularly communicated to all members of staff. The overall responsibility for the policies lies with the Managing Partner, Natasha Frangos.

## Whistleblowing policy

We encourage all members of staff, agency workers, and third-party contractors to report any concerns they may have about possible malpractice within the business. We have a whistleblowing policy which highlights how to raise concerns and our processes to address concerns. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. We have partnered with an external company for staff to be able to report wrongdoings anonymously to a third party.

## Compliance

The Firm fully embraces and maintains the highest standards of compliance procedures relating to Investments, Anti-Money Laundering, Audit Compliance, Anti-Bribery, and Corporate Criminal Offences. In addition to the mandatory training completed during induction, we ensure these procedures are regularly reviewed and communicated internally.

## Ethical standards

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

## Equal opportunities and diversity

The Firm is committed to providing equal opportunities in employment and to avoiding unlawful discrimination against members of staff and job applicants. The Firm has a policy in place and provides appropriate training in support of this commitment.

## Client onboarding

As part of our client onboarding and 'know your client' processes, we consider whether there could be a conflict of interest with our values or the interests of any existing clients and ensure that by accepting an engagement that there is no conflict of interest.

## Values

The Firm has a set of four values that formalise an approach to our work that influences our growth and goals in the years to come: Integrity, Collaboration, Empowerment and Dynamism. We regularly review our values to ensure they are still representative of our staff and partners.

## Living Wage Employer

We are proud to be an accredited 'Living Wage Employer'. All our UK staff are paid at least the 'London Living Wage' and we support the Living Wage Foundation's goal of ensuring that a hard day's work deserves a fair day's pay. All of our staff in South Africa are paid in line with the market in South Africa.

## Training

To reflect our commitment to managing the risks of modern slavery across our business, we developed e-learning for all our people. It is mandatory for all our people to complete this training. This is also an integral part of our induction process.

## Recruitment

We aim to use only specified, reputable employment agencies to source our partners and employees. Our policies include ensuring that all candidates produce original documentation indicating that they have the right to work in the UK prior to commencing employment. We have robust recruitment processes in line with UK & SA legislation, including criminal record checks, identity verification checks, right to work document checks, evidence of qualifications and reference checks.

Documents proving the right to work in the UK & SA are always checked by the Firm for all new employees when they start working for the Firm. Temporary staff from agencies are always checked prior to appointment. All employees are given an employment contract and are made aware of all internal policies and procedures as well as their statutory entitlements and other benefits.

We have employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace. We have market-related pay and rewards which are reviewed annually.

Our wellbeing strategy and initiatives support our people's physical and mental wellbeing and lifestyle choice.

## Approved on behalf of the Partners.

This statement was approved by the Designated Members of HaysMac LLP on behalf of its members, and is signed by Natasha Frangos, Managing Partner on 14/07/2025 and is reviewed annually.

# HaysMac<sup>★</sup>

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