

## Modern Slavery Statement

### Introduction

This statement sets out The Simplify Group's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2017 to 31 March 2018.

The Group recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Group is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### Organisational structure and supply chains

This statement covers the activities of The Simplify Group which is made up of the following companies:

- Simplify Probate- a specialist probate company
- Simplify Channel- a specialist probate company
- Move With Us - providing national property services and the UK's largest network of estate agents
- Quality Solicitors- a network of UK based law firms
- DC Law & JS Law- a high volume conveyancing specialist with offices in the UK

The Simplify Group provides soft services and therefore has a limited supply chain to be susceptible to the potential risks of modern slavery.

#### *Countries of operation and supply*

The organisation currently only operates in the United Kingdom.

#### *High-risk activities*

The following activities are considered to be at high risk of slavery or human trafficking:

- High volume recruitment via recruitment agencies

#### *Responsibility*

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** The Group's HR department collates and regularly reviews all its policies and procedures to ensure they are compliant with UK employment law and are fair and transparent.

## Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

**Whistleblowing Policy** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees can use the provisions of our Whistleblowing Policy to report their concerns.

**Recruitment/Agency Workers** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. Agencies are only engaged following the receipt of, and the organisations agreement to, the agencies terms and conditions. Where Agency terms and conditions in anyway contravene the organisations commitment to ensuring that its supply chain doesn't contain any risks of modern slavery or human trafficking said agencies will not be used. The organisation will treat all agency workers fairly at all times. Where taking on staff via agencies the Group's HR department will be responsible for carrying out all checks to ensure individuals are eligible to work in the UK and ensuring that staff are aware of its policies and procedures.

## Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence includes evaluating the modern slavery and human trafficking risks of each new supplier.

## Training

The organisation requires that all Human Resources professionals within the Group are aware of the Group's commitment to reduce the risk of any modern slavery or human trafficking within the organisation. HR professionals within the group will be made aware of:

- the basic principles of the Modern Slavery Act 2015;
- how to identify and prevent slavery and human trafficking;
- what to do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

## Senior Leadership Team Approval

This statement has been approved by the organisation's Senior Leadership Team, who will review and update it annually.

**Director's/Designated member's/Partner's signature:**

A handwritten signature in black ink, appearing to read 'C. James', is written over a horizontal line.

**Date:** 29 September 2017