

DATED 1 August 2016

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**GATELEY (HOLDINGS) PLC**  
**ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
**Financial year ending 30 April 2016**

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## ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

### 1. CHIEF EXECUTIVE'S STATEMENT

Gateley (Holdings) Plc is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

### 2. GATELEY (HOLDINGS) PLC

Gateley (Holdings) Plc is the English holding company of companies providing legal and other professional services. The group employs over 650 people and has business operations in England, Northern Ireland and Dubai.

Gateley (Holdings) Plc has an annual turnover of £67 million. To find out more about the nature of our business, please click <http://gateleyplc.com/about-us/>.

As providers of legal and other professional services, we work with a range of suppliers who provide products and services to support our business ranging from office consumables, to technology, to other professional services. We endeavour to work closely with our suppliers and have many long term supplier relationships. However, we do not consider that we are dependent upon any particular supplier.

### 3. POLICIES

As part of our commitment to combating modern slavery, we have implemented a specific modern slavery policy.

We are also making sure our suppliers are aware of our policy, and adhere to the same high standards.

This policy and its implementation have been approved by our Board of Directors.

### 4. DUE DILIGENCE, RISK AND COMPLIANCE

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted procedures to identify any modern slavery risk associated with our suppliers.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistle blowers

We do not consider that we operate in high risk sectors or locations because we provide professional services and our offices and clients are predominantly based in the UK.

Gateley (Holdings) Plc will regularly evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by undertaking risk assessments in relation to and on-going monitoring of its suppliers, both new and existing. If a potential risk is identified we will undertake appropriate due diligence with our suppliers or proposed suppliers to enable us to assess the situation.

We expect all of our suppliers to adhere to our Anti-Slavery Policy and will not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of slavery and human trafficking within our supply chains we would immediately seek to terminate our relationship with the relevant supplier.

### 5. TRAINING

We invest in educating all our staff and our training will help them to recognise the risks of modern slavery and human trafficking in our business and supply chains. Our training programmes encourage employees to identify and report any potential breaches of our

policies. Our training explains the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. Those individuals who deal directly with our suppliers will receive training focussing on their role.

6. **FURTHER ACTIONS AND SIGN-OFF**

Following the end of each financial year we will review our actions to prevent slavery or human trafficking from occurring in our business or supply chains and identify any further steps we believe we need to take to tackle slavery and human trafficking in relation to our business.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Gateley (Holdings) Plc's slavery and human trafficking statement for the financial year commencing 1 May 2015 and ending 30 April 2016.

Signature:



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Director  
Gateley (Holdings) Plc

Date: 1 August 2016