



# Modern Slavery and Human Trafficking Statement

Capital Professional Limited trading as Ascot Lloyd

July 2023

## INTRODUCTION

Modern slavery is an international crime and a violation of fundamental human rights. It may take several forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This growing global issue transcends age, gender and ethnicities and includes victims trafficked from overseas into the UK to perform forced and illegal work in different sectors such as agriculture, hospitality, construction, retail and manufacturing. Capital Professional Limited trading as Ascot Lloyd ("Ascot Lloyd") has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business relationships. It is also committed to implementing and enforcing effective systems to ensure that modern slavery and human trafficking are not taking place anywhere in its own business or supply chain.

## MODERN SLAVERY ACT

The Modern Slavery Act 2015 requires commercial organisations that supply goods or services in the UK and have a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. This sets out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain.

This statement provides an update on the progress that Ascot Lloyd has made to prevent slavery and human trafficking.

## ORGANISATIONAL STRUCTURE

Established in 2004, Ascot Lloyd provides independent financial advice and planning across the UK. We are a privately-owned business.

We operate from a network of offices across the UK. We have grown both organically and through several acquisitions to establish ourselves as one of the leading providers of independent financial planning in the UK. Our network of regional offices continues to enable us to provide a friendly, local service that our clients value, backed with the support and resources of a national firm.

We provide two service propositions for independent financial advice – Level 1, our on demand service, and Level 2 - our full wealth management service. We also provide an execution only service (for individuals looking to make their own investment decisions) and corporate benefit solutions.

The board of the ultimate parent company within Ascot Lloyd ("CPL Board") have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.



Management at all levels are responsible for ensuring those reporting to them understand and comply with this statement and are given adequate training on the issue of modern slavery and human trafficking in supply chains.

## **DUE DILIGENCE IN THE SUPPLY CHAIN**

We rely on some third-party suppliers to provide products and services to our clients. We expect all our suppliers to operate in a responsible, ethical and compliant manner, adhering to all applicable laws and regulations.

During 2022 we continued to develop our outsourcing framework. We will continue to refine our third party and operational risk management framework to ensure effective supplier oversight and operational resiliency.

Our commitment to addressing the issue of modern slavery and human trafficking in our business and supply chains is communicated to all suppliers, contractors, business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

We expect all our partners and suppliers to take active steps within their own businesses and supply chains to eradicate modern slavery. If we become aware that standards at any partners or suppliers fall short of this expectation, we will push for change in practice and oversight.

## **ASCOT LLOYD'S POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Ascot Lloyd has appropriate policies in place to ensure that there is no modern slavery or human trafficking in the supply chain.

Ascot Lloyd's Code of Conduct recognises the responsibility we have to respect the rights of every individual and abide by employment laws in the jurisdictions and sectors in which we operate. It also confirms that we reject any form of modern slavery. Our Recruitment Policy and Remuneration Policies support our rejection of modern slavery or human trafficking in the supply chain, outlining our approach to sourcing candidates, confirming their right to work in the UK, undertaking references and remunerating our staff.

## **EMPLOYMENT AND TRAINING OF STAFF**

Ascot Lloyd applies the highest possible standards in the recruitment and employment of its people.

As well as ensuring that the policies set out in the Employee Handbook are complied with, we ensure that:

- All legal obligations are complied with in the recruitment and on-boarding process with a particular focus on an individual's right to work in the UK.
- An appropriate level of due diligence is conducted on prospective employees prior to them joining the firm, including a robust selection process and taking up employment references;



- We recruit, promote and develop our people on the grounds of merit and capability alone; and
- We conform to the relevant National Minimum Wage levels for our UK employees and contractors.

Ascot Lloyd has raised awareness of modern slavery issues and associated risks by circulating a series of communications to staff and by publishing this statement.

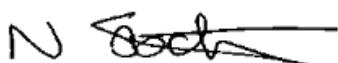
Further communications and regular training on the policy and on the risks our business faces from modern slavery will continue in 2023.

## RISK ASSESSMENT

Due to the nature of its business, Ascot Lloyd does not consider itself to be a business that is at a high risk of modern slavery and has not identified any specific areas of risk which it believes need to be managed. However, we recognise that this is not an excuse to be complacent and we continue to carry out rigorous due diligence in both our recruitment and supply chain processes.

In 2023/4, Ascot Lloyd will continue to emphasise the importance of highlighting the risk of modern slavery and human trafficking to its employees and business partners by communicating its commitment to tackling modern slavery and taking action where necessary.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes Ascot Lloyd's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2022. It has been approved by the CPL Board and will be reviewed (and, where necessary, updated) on an annual basis.

A handwritten signature in black ink, appearing to read "N. Scott".

For and on behalf of Capital Professional Limited

July 2023