



## **Modern Slavery Statement 2026**

Aberdein Considine LLP is committed to ensuring that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

Our annual statement reflects the practical steps we take to identify, prevent, and address modern slavery risks across our business and supply chain. This ensures we report not only on our policies, but on demonstrable actions and outcomes.

This statement highlights the key activities we have undertaken to combat modern slavery in our organisation and supply chain.

### **Our business**

Aberdein Considine is a limited liability partnership registered in Scotland (SO306828) with 36 partners and over 400 employees based in our offices across Scotland and in Newcastle and Manchester in England.

We are a full-service independent law firm. Our core practice areas are property (including mortgages), corporate and commercial real estate, lender services, employment law, litigation, wills and executries and family law. We service private, public and third sector clients who are mostly based in the UK.

We are regulated by the Law Society of Scotland and The Solicitors Regulation Authority in England and Wales. Our Mortgages team, and our Lender Services teams are also regulated by The Financial Conduct Authority.

We have an annual turnover in excess of £35 million.

### **Our supply chains**

Our supply chains support our property and legal practice and our business support functions. We operate almost entirely within the UK. Our external suppliers are mostly UK-based companies in low-risk sectors such as business services, professional services, facilities, human resources and technology.

### **Our policies on slavery and human trafficking**

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We regularly review and update all our policies.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

*Anti-Slavery and Human Trafficking Policy*].

### **Due diligence processes for slavery and human trafficking**

We understand that the following areas give rise to the highest modern slavery risks:

- low rates of pay
- excessive working hours
- poor working conditions

As part of our initiative to identify and mitigate these risks:

- We are committed to being a Living Wage employer.
- We promote flexible working initiatives that support work/ life balance
- We invest in providing modern offices environments to support wellbeing
- We reinforce our Whistleblowing policy and anonymous reporting line ensuring colleagues feel able to raise concerns safely and are protected when doing so.

In addition, we maintain a structured due diligence programme that reviews our suppliers and enhances visibility across our supply chain.

### **Supplier adherence to our ethics**

We have zero tolerance to slavery and human trafficking by our suppliers. To ensure all those in our supply chain and contractors comply with our ethics, we have in place a rigorous supply chain compliance programme. This consists of:

- Identifying and assessing potential risk areas in our supply chains.
- Mitigating the risk of slavery and human trafficking occurring in our supply chains
- Monitoring potential risk areas in our supply chains

We have a dedicated Compliance team, which includes involvement from the following departments:

- Legal
- Risk, and
- Human resources and People & Culture.

Our supplier management processes ensure that all third-party suppliers meet the modern slavery standards required by law and by our internal policies. We collect and assess supplier information relating to their own policies, due diligence, training and controls, and we require evidence-based responses where risks or gaps are identified. These measures align with the strengthened statutory reporting requirements and ensure our supply chain partners uphold the same ethical standards that we apply within our organisation.

## **Training**

Aberdein Considine has a well-established culture and values framework that underpins how we engage with our colleagues, our clients, our suppliers and our communities. Our values are communicated during onboarding and are reinforced regularly. They inform our policies and decision making. We also provide training across the business to support understanding of our core values and ethical responsibilities.

We operate a structured risk assessment framework that evaluates suppliers and internal practices using sector, geographic, and operational risk criteria. This includes supplier assessments, and performance review meetings. This approach ensures we identify higher-risk areas promptly and allocate resources to mitigate these risks proportionately and effectively.

## **Our effectiveness in combating slavery and human trafficking**

We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Annual EcoVadis assessment
- Results from client audits
- Complaints
- Supplier feedback
- Risk and incidents

Our Modern Slavery Statement is approved by the Management Committee and personally signed by the Managing Partner in line with current and forthcoming statutory requirements. We also publish our statement on our website.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2026.

Jacqueline Law

Managing Partner

Aberdein Considine LLP

Date: 18 June 2026