

Modern Slavery Statement 2025

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. 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, 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 risk we are committed to being a Living Wage employer. We have also implemented initiatives focusing on work/ life balance and each year we invest in providing modern offices for our colleagues and clients. Lastly, as part of our compliance training programme we remind our colleagues of our Whistleblowing policy, and how anyone raising concerns will be protected.

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 compliance.
- Human resources.

Training

Aberdein Considine has established its culture and values since its inception and these are core to how we engage with our colleagues, our clients, our suppliers and within our communities. The Firm's culture and values are communicated to colleagues when they join the firm and regularly thereafter and are prominently displayed on our website as a constant reminder. We also provide training on our core values across the business.

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.

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 2025.

Jacqueline Law

Managing Partner

Aberdeen Considine LLP

Date: 18/09/2025