Modern Slavery and Human Trafficking Statement

Introduction

The statement sets down Holden Chartered Surveyors and Building Consultancy's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns, and management to act upon them.

Organisation

This statement applies to Holdens Chartered Surveyors and Building Consultancy - Michael Holden (FRICS) Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 1st April 2024 – 31st March 2025.

Organisational structure

The Organisation operates solely within the UK, with its head office based in Pleasington and an additional office located in Lancaster. Overall control and governance are provided by a board of directors.

The Organisation's principal activity is the provision of professional surveying and property consultancy services to residential, commercial, and public sector clients across the Northwest. Our core services include residential and commercial surveys and valuations, specialist defect reports, planned maintenance strategies, project management, and associated advisory services. Demand for our services remains consistently high throughout the year and is therefore not subject to seasonal fluctuations.

All labour supplied to the Organisation in pursuance of its operations is carried out wholly within the United Kingdom. Our activities take place primarily across the Northwest region of England.

Holdens Chartered Surveyors & Building Consultancy is the trading name of Michael Holden FRICS Ltd. Registered in England No 09241537 VAT Number: 251300165
Our registered office address is: Pleasington Golf Club, Pleasington Lane, Blackburn, BB2 5JF

Definitions
The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or having a restriction placed on freedom of movement.

Commitment
The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

Supply chains
In order to fulfil its activities, the Organisation's main supply chain includes those related to professional service providers such as specialist consultants, subcontracted surveyors, IT and software suppliers, and administrative support services. Holden's supply chain is simple and service-based, consisting mainly of UK-based professionals. We do not operate complex or multi-tier manufacturing supply chains. All suppliers are predominantly based within the United Kingdom and carefully selected to ensure quality, integrity, and full alignment with our professional and ethical standards.

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Potential exposure
The Organisation considers its main exposure to the risk of slavery and human trafficking to exist within the use of third-party contractors and external service providers, where labour practices are outside our direct control. However, given the professional nature of our services and the fact that our suppliers are predominantly established UK-based firms, this risk is considered low. We remain vigilant and committed to conducting appropriate due diligence to ensure our supply chain remains free from modern slavery and human trafficking.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps
The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

The Organisation has taken the following steps to ensure that modern slavery is not taking place:

- The organisation reviews supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- The organisation has measures in place to identify and assess the potential risks in its supply chains.
- The organisation has embedded a zero-tolerance policy towards modern slavery.

Training
To ensure a good understanding of the risk of modern slavery and human trafficking in our business and supply chains, the organisation requires all employees to engage with training provided by the company in relation to anti-slavery and human trafficking

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Responsibility
The Directors with a Consultant are responsible for reviewing polices. The process of developing polices is by looking at best practice and adapting to the needs of the business.

The Directors are responsible for risk assessments in respect of human rights and modern slavery by a process of investigation and inspection.

The Directors are responsible for due diligence in relation to known or suspected instances of modern slavery/human trafficking.

Due Diligence Processes for Slavery and Human Trafficking
The Organisation undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The Organisation's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Director endorses this policy statement and is fully committed to its implementation.

Policies
The Organisation has the following policies, which further define its stance on modern slavery, including a Whistleblowing policy and a Recruitment policy.

Signed:

Print name: Michael Holden
Job Title: Chairman
Date: 1 January 2025

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