

## Focus Consultants: Modern Slavery and Human Trafficking Statement

### Our Business Model

Focus Consultants is an independent organisation wholly owned by the Partners and not part of a larger formal group or company, although we do collaborate with like-minded owner manager businesses.

Focus was established in 1994 and incorporated into a Limited Company in 1997 trading as this entity until September 2010, when we officially changed our trading style to a Limited Liability Partnership (LLP). All assets, liabilities and trade transferred to the LLP and except for the trading style nothing has changed with all personnel, contacts and operational details remaining the same.

Focus Consultants is a leading edge multi-disciplinary consultancy specialising in high quality value added professional consultancy services. We are renowned for delivering results across the whole of the property development spectrum. Focus is managed by ten Partners who are responsible for managing our entire operation, which includes our consultancy services and business administration. In respect of our consultancy services, the firm operates within individual business units and specific Partners have responsibility for managing the units in accordance with their individual specialism.

### Our Supply Chain

All of our sub-consultants / direct supply chain are required to register as Approved Suppliers. We prefer to use sub consultants/contractors who are already registered with organisations such as Constructionline or CHAS and who have, therefore, also satisfied their criteria in relation to the treatment of third parties and the existence of sound and appropriate systems.

Focus has a history of establishing sound and stable relationships with each supplier with whom we are involved. We have also established relationships with a number of experienced SMEs with whom we have built up long term relationships as members of the same supply chain.

We monitor the social value achievements of the companies to establish which, if any, synchronise with our own.

## **The Modern Slavery Act 2015**

One of our most basic beliefs is that everyone should have the opportunity to work. Focus Consultants complies with the applicable employment laws and our obligation is to ensure fairness in the hiring and advancement of all employees without discrimination.

All of our staff have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct. Every employee is expected to respect other people and treat them with dignity. These statements are reflected in our Equality of Opportunity and Diversity Policy and in our Employee Handbook, specifically the Professional Behaviour, Codes of Conduct, Core Standards of Behaviour and Harassment and Bullying Sections.

Our commitment to respect in the workplace includes our full support for international efforts to promote ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking. We also expect commitment to these principles from all organisations with which we do business and will not support or do business knowingly involved in slavery or human trafficking.

A handwritten signature in black ink, appearing to read 'K. Marriott', with a stylized flourish at the end.

Karl Marriott

Partner

Focus Consultants 2010 LLP