
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 managed businesses. Our employees have documented checks for their Right to Work in the UK, we meet minimum / living wage requirements, and we have a culture of supporting staff development and internal promotion.

Focus is committed to combatting Slavery and Human Trafficking and ensures that its working practices comply with the Modern Slavery Act 2015. We commit to maintaining ethical business relationships to help prevent Slavery and Human Trafficking anywhere within our Company and its supply chain.

After considering our business practices and supply chain to assess the level of risk, the likelihood and severity of risk within a consultancy business such as ours is deemed low.

Our Supply Chain

Focus has a history of establishing sound and stable long-term relationships with each supplier with whom we are involved. All of our sub-consultants / direct supply chain must 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. Questions for registration include: staff recruitment, training, Equality/Human Rights, meeting minimum wage requirements and entitlement checks for the Right to Work in the UK. We would never knowingly engage with third parties who act in contravention to the Modern Slavery Act.

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.

The requirement to publish an anti-slavery statement only applies to companies with a turnover of £36million per annum; however, although our turnover falls well under this threshold, we feel it is important to adopt good practice in this regard and to align our dealings in line with the Act as far as possible.

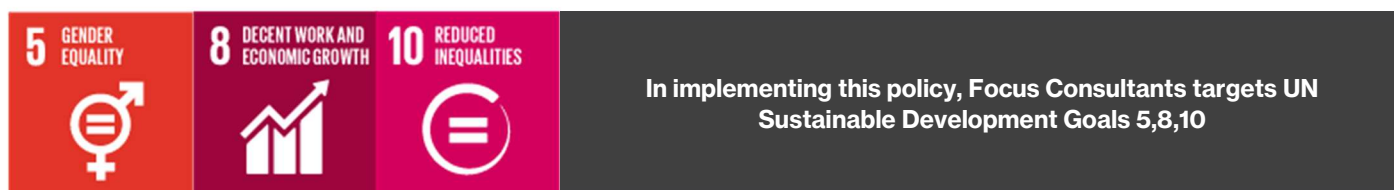
We fully support international efforts to promote ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking. We also expect commitment to these principles from all organisations with which we do business to act likewise.

We deliver in-house CPD sessions surrounding ethical practice including recognising and reporting Modern Slavery and staff have access to further resources surrounding awareness and prevention via our Sustainability Supply Chain Sustainability School membership. Further information can be obtained via the Operations Manager.

If any member of our team obtains information that could lead to the identification, discovery and recovery of victims in the UK, they should contact the Modern Slavery Helpline on 08000 121700.

Impact

We set annual SMART objectives and plan our corporate responsibility initiatives by targeting actions under the banners of Environment, Society and Governance and logging these centrally. Focus strives to advance our contributions to the UN Sustainability Development Goals through all company policies and activities. This policy is designed to primarily contribute to the following goals:



A handwritten signature in black ink, appearing to read "J. Redfearn", is positioned below the SDG icons.

For Focus Consultants 2010 LLP
Jason Redfearn BSc (Hons) MRICS
Partner
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