
Haggie Partners

Modern Slavery Act Policy

Introduction

The Modern Slavery Act gave law enforcement the tools to fight modern slavery, ensure perpetrators can receive suitably severe punishments for these appalling crimes and enhance support and protection for victims. It received Royal Assent on Thursday 26 March 2015.

Modern slavery in all its forms of slavery and servitude, forced or compulsory labour and human trafficking is a shocking crime and will not be tolerated within our business or our suppliers chain.

Our purpose

We want to be a truly responsible business and create better outcomes for:

- Our people. We provide an environment in which they can thrive and develop.
- Our clients. We focus on delivering for them, both now and in the future.
- Our suppliers and partners. We treat them fairly and encourage them to deliver.
- Society. We act as a responsible business for the communities we serve.

To deliver our purpose successfully we provide our values and associated behaviours must guide all our decisions and actions, each and every day.

Our values

As well as our policies, we believe in maintaining a strong set of values that define the culture of our business and how we interact with others:

Knowledge Our business is based on our knowledge. Knowledge of our clients, their businesses, their markets and their target media as well as the broader issues shaping the news agenda. With significant variety and longevity of experience, our team has an incredibly powerful knowledge vault and wisdom that we put to work for our clients. It is one of the reasons we are preeminent in our field. More than that; we don't rest on our laurels and rely on the knowledge we already have – we are never afraid to ask questions or simply to listen. We carry on learning and developing our knowledge because that is what makes us valuable and trusted advisers.

Creativity We ask our clients to “think about things differently” and that's exactly what we do as we search for better ways to explain our clients to the outside world. We think deeply and then we think again. We always look for a new way, a better way, to resolve their issues. We bring fresh perspectives – perhaps unorthodox perspectives – to our work. Creativity is not just talent; it is attitude.

Integrity Where honesty underpins everything we say, integrity defines how we behave. Integrity means doing the right thing in all circumstances, whether or not anyone is watching, and no matter what the consequences might be. Every person who trusts us will spread the word of that trust. The value of the trust others have in us is far beyond anything that can be measured. Success may come and go, but integrity is forever.

Excellence Just like a restaurateur, we want to be awarded five stars for everything we do, and we do lots of things for our clients – but they fall into two categories: advice and service. We are here to give counsel, but good counsel is only part of the story: our work must be executed well. We repeatedly ask ourselves whether the people we're working with would give us five stars both for advice and service. We want to ensure that every client becomes an advocate.

Our people

We are people-focused who have a deep understanding of our clients' markets and needs to create value and better outcomes for all our people in how we design, implement and operate.

- We ensure we have a fair and inclusive workplace, where our people are valued, their differences are respected, and discrimination is eliminated.
- We recruit and treat our people fairly, our people policies set out our procedures on how we:
 - Recruit and select people in a fair, lawful and professional manner, both for internal and external candidates.
 - We treat our people fairly during their employment and have in place procedures to raise a grievance or a involve local trade union, where they exist, or where this is a legal requirement to do so, if an anyone feels they have been treated unfairly.
 - Manage the exit of our people in a fair and consistent manner.

Working conditions

We provide fair working conditions for all our people including terms and conditions of employment, remuneration, working hours, health and safety, resting time, holiday entitlement and benefits. These are applied according to territory-specific statutory requirements. The key principles are that:

- Our people's pay will not be lower than the [National Minimum Wage and National Living Wage rates](#).
- Hours of work will be in line with the Working Time Directive
 - People shall not be contractually required to work more than 42.5 hours per week and overtime will only be worked on an optional basis. Forced or compulsory work is prohibited.
 - Our people will not be forced into involuntary labour and coercion at work is not acceptable.
 - Financial penalty as a disciplinary sanction is prohibited.

Our people can raise concerns ('blow the whistle') through our Whistle-blowing Policy which is located in our Employee Handbook, including concerns about slavery and human trafficking. Our Whistle-blowing Policy sets out the channels available to any person who works for, or with, us and our people can raise these concerns openly and at any time in confidence.

We also seek feedback from our people through regular surveys where we gauge how our people feel about working for us. This helps leaders and HR identify potential issues around a culture that could lead to a failure of ethics, controls or governance before they occur.

Our supply chain

We value our business relationships and seek to build lasting relationships, treating our suppliers fairly and paying promptly.

We want to work with suppliers who share our values and support us to create better outcomes. We are working with our supply chain to ensure that together we can achieve wider social, economic and environmental benefits.

As a minimum, we expect both ourselves and our suppliers to comply with all regulations:

- Provide safe working conditions,
- Treat workers with dignity and respect,
- Act fairly and ethically
- Be environmentally responsible where practicable.

To make our people aware of the Act and the drivers of modern slavery, this statement is shared with our people through our internal communication channels, accessible on our HRIS and for completely transparency, on our website.

Partner approval

This statement is made pursuant to section 54(1) of the Act, has been approved by our partners, and will be updated annually in line with the Modern Slavery Act's reporting requirements.

For more information, please visit www.haggipartners.com/

Date Last reviewed March 2023

Reviewed By:



Emma Pickering, HR Manager