Barnett Waddingham welcomes the UK’s Modern Slavery Act and the duty it places on businesses to disclose publicly the steps they are taking to tackle forced labour and human trafficking. Our strong values and code of ethics mean we will not use any business or organisation which is involved in this activity.

We are an independent professional services firm within the financial services sector, providing actuarial, administration and consultancy services. We have over 1,200 employees and partners within eight offices nationwide.

Policy statement

We are committed to ensuring that within our control there are no breaches appertaining to section 54 (1) of the Modern Slavery Act and will not use or allow the use of forced, compulsory labour, slavery or human trafficking in the course of our business activities either in our supply chain or in any part of our business. This will be achieved by:

Recruitment

Our employment procedures ensure that Barnett Waddingham conducts appropriate checks on all staff to ensure they can legally work in the United Kingdom.

Remuneration

Barnett Waddingham is committed to ensuring all employees and workers receive fair remuneration for the job they perform. All remuneration is at or above the Living Wage.

Whistleblowing

Barnett Waddingham encourages all of its employees to report any concerns related to the activities of the firm. The firm’s whistleblowing procedure is designed to ensure any matter raised will be investigated thoroughly, promptly and confidentially. All staff attend an annual compliance refresher training course which reminds them of our whistleblowing policy.

Training

In order to ensure proper understanding of the risks imposed by modern slavery and human trafficking in the context of the firm’s business and supply chains, the firm provides training to all employees as part of the annual mandatory
compliance training.

Suppliers

We operate a supplier verification process which includes due diligence checks. Confirmation will be sought that all suppliers are as committed to the prevention of human trafficking and slavery as Barnett Waddingham and we will not award or renew business with any supplier who fails this test. Existing suppliers have been contacted to confirm their positions with regard to human trafficking and slavery.

Our commitment

We will not use any business or organisation which is involved in this activity and will review and update this policy annually.

This statement is made on behalf of Barnett Waddingham pursuant to section 54(1) of the Modern Slavery Act for the financial year ending 31 May 2020 and has been approved by Management Board on behalf of the Firm.

Nick Salter
Senior Partner, Barnett Waddingham

"We encourage all of our employees to report any concerns related to the activities of the company."