



Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 (the "Act") and constitutes our modern slavery and human trafficking statement for the financial year ending 31 May 2024 for PKF Littlejohn LLP and its group entities ("PKF Littlejohn").

At PKF Littlejohn, we are committed to the fair and equitable treatment of our colleagues, clients and stakeholders and we expect these standards to be upheld throughout our supply chain. We manage our business in line with our Values (as set out below) in an ethical and responsible manner and we aim to change our physical and social environment for the better.

This statement highlights the key steps we are taking to combat modern slavery and human trafficking, including in our supply chain.

Business Overview

PKF Littlejohn LLP is a Limited Liability Partnership registered in England (OC342572) providing a full range of audit, accountancy, tax and advisory services. We are an active member of PKF Global, a global network of legally independent accounting firms with a presence in over 150 countries around the world. Our almost 700 people operate from our offices in London, Leeds and Manchester. Our business largely uses professionally qualified people who are employed directly by PKF Littlejohn.

Supply Chains

Our supply chains primarily support our offices, including office suppliers such as IT equipment, cleaning and waste management suppliers, and the provision of professional services to our clients, including the referral of work to firms in other countries. When sourcing suppliers to support our offices, we support local businesses and small and medium enterprises where possible and have long standing relationships with many of our suppliers. When referring work internationally, we use firms within the PKF Global network ("PKF firms") where possible.

Overseas operations

We have remote operations in India and South Africa, with staff employed either directly or via trusted, pre-vetted third-party providers. We work hard to ensure that everyone is treated with the same high standards, regardless of their location or how they are engaged. This includes, for example, liaising closely with our providers and undertaking regular visits to meet with colleagues.

Policies and Governance

We aspire to be recognised as a responsible corporate citizen and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have appropriate policies in place (including our ESG and people policies) that underpin this commitment which we continuously review and update. Our key organisational policies are developed and owned by the relevant head of department and are approved by the Leadership Team, chaired by the Managing Partner.

Our ESG and people policies commit to protecting our colleagues' human rights and welfare. Furthermore, we commit to paying our people a Living Wage whilst monitoring to ensure that all of our people are compliant with the working time directive rules. We work hard to make PKF Littlejohn a great place for everyone, aiming to enable all our staff to fulfil their potential and aspirations, and promote equal opportunity in the workplace. We have several methods of escalation, including whistle blowing procedures, available to our partners and staff.

Our Values

Our Values are at the heart of who we are. They enable us to explain what we collectively stand for and help inform everything that we do as a business, from how we work with our clients to who we recruit to our team.

Our Values are:

- We are curious
- We value authenticity
- We respect each other
- We enable

Each of us aims to bring our values to life in our day-to-day work for the benefit of all. By living the values in this way, we can fulfil our potential, help our clients to realise their ambitions and have a positive impact in our community.

Due Diligence, Risk Evaluation and Management

Due to the nature of our business, we consider most of our suppliers to be relatively low risk in respect of modern slavery and human trafficking. All PKF firms are expected to adhere to global policies, including those in relation to human rights. All other suppliers are subject to due diligence, including an assessment of the risk of involvement in modern slavery. Due to our long-standing relationships with many of our suppliers, we have a number of contracts which predate the Act. Where these contracts are with key suppliers, we have engaged in dialogue with these suppliers to understand their approach and policies in respect of modern slavery. We will investigate any potential risk areas and take action, starting with communication with the supplier to rectify the issue and up to termination of existing contracts and reporting the issue to relevant authorities.

Training and performance indicators

To ensure a satisfactory level of understanding of the risks and signs of modern slavery and human trafficking, we have made available this statement and e-learning resources to all our partners and staff involved in recruitment and procurement. Due to the nature of our business we would normally expect no instances of modern slavery and human trafficking, therefore every suspected or confirmed case would be reported to the Board as standard.

This statement was approved by the Board of PKF Littlejohn LLP on behalf of its Members and its group entities on 12 September 2024 and is signed by:



Dominic Roberts
Managing Partner
PKF Littlejohn LLP