



# Modern Slavery Act Statement

## Introduction from the Chief Executive

This statement applies to Aston Lark Limited and associated and subsidiary companies (herein after referred to as “Aston Lark”).

Aston Lark is committed to combatting slavery and human trafficking within its business operations and supply chains. As required by the Modern Slavery Act 2015 (the “Act”), this statement details the actions Aston Lark has taken, and the policies and procedures we have identified to be put in place, in order to comply with the Act. This statement will be reviewed on an annual basis.

## Aston Lark’s Structure

Aston Lark is one of the top five independent Chartered Insurance Brokers in the UK and Ireland.

We are part of the Aston Lark group and our ultimate parent company is Hammersmith Topco Limited.

We operate from in excess of 30 regional locations, employ over 850 staff and place over £400 million of premium into the insurance market.

Our business is organised into four trading units consisting of Commercial, Personal, Employee Benefits and Schemes.

## Our Business and Supply Chains

As an insurance broker, we do not operate in a sector where modern slavery is common, nevertheless we are committed to monitoring such risks within our supply chain.

As a Chartered Insurance Broker our supply chains include: hardware and software providers, insurers, claims administration providers, professional service suppliers as well as suppliers of various other types of products and services.

## Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Code of Ethics reflects our commitment to acting ethically and with integrity in all our business relationships. We also have a Whistleblowing Policy which encourages staff to report any misconduct or dishonesty including any breach of Health and Safety procedures.

We pay all employees at least the National Living Wage and have in place an Employee Assistance Programme and a range of other employee benefits.

## Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, our due diligence process on suppliers includes requesting copies of their own Modern Slavery Act Statements where one is required.

## Supplier Adherence to our Values

We have a zero tolerance to slavery and trafficking. In order to ensure that all those in our supply chain adhere to our values on the Act, we are continuing to review our contracts to include a requirement to comply with the Act. Breach of this requirement will be a breach of contract entitling us to terminate the contract.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training for our staff. As part of our contract with business partners we also include a requirement that they provide appropriate training to their staff.

## Further Steps

Aston Lark will continue its commitment to tackling modern slavery by: reviewing contracts to include a requirement to comply with the Act; ensuring all staff are aware of our commitment to preventing such acts and providing training where required, and continuing to embed our commitment of the Act into our service procurement process.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2019.

Peter Blanc

Chief Executive Officer

January 2020