

Anti-slavery and human trafficking statement

1 Introduction

- 1.1 Anderson Strathern LLP ("AS LLP") is committed to seeking to prevent acts of modern slavery and human trafficking from occurring within our business and supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.
- 1.2 AS LLP is committed to conducting business ethically, with integrity and in accordance with applicable laws.

2 Structure of our organisation & Sector

- 2.1 AS LLP is a limited liability partnership registered in Scotland (registered number S03011485). AS LLP has five offices in Scotland and is regulated by the Law Society of Scotland and by the Solicitors Regulation Authority also. We are an independent, full-service law firm which provides legal services to individuals, businesses and organisations, predominantly within the UK.
- 2.2 Whilst we consider the risk of modern slavery within our own workforce to be relatively low, we recognise that modern slavery can arise in a variety of sectors and supply chains. We are therefore committed to seeking to take appropriate and proportionate steps to identify, assess and mitigate such risks.
- 2.3 AS LLP filed consolidated financial statements for the year ended 31 March 2026 at Companies House, including a Group statement of comprehensive income which show Group turnover for the year was approximately £38 million. The results and balances of Anderson Strathern Asset Management Ltd and Number 1 Alba Claims Ltd are included in these consolidated financial statements.
- 2.4 This is our first published modern slavery statement.
- 2.5 In order to provide the legal services that we do, we work with a range of suppliers including:- information technology and software providers, cloud-based service providers, telecommunications providers, professional advisers and consultants, legal research and information services, recruitment agencies, training providers, facilities management companies, cleaning and maintenance contractors, catering and hospitality providers, office equipment and stationery suppliers, document production and storage providers, courier and postal services, marketing and promotional services providers, and other specialist professional service providers who support the firm's operations.
- 2.6 Whilst AS LLP's suppliers predominantly comprise professional and business services providers and are primarily UK based, we recognise that certain supplier categories - such as cleaning services, facilities management, catering, recruitment services, temporary labour providers, office equipment, manufacturing and promotional merchandise - may present an increased risk of modern slavery and labour exploitation than our core legal services activities. We therefore apply a risk-based and proportionate approach to supplier due diligence and oversight in these areas, to include development of our supplier due diligence and contracting processes.

3 Policies

- 3.1 We maintain policies and procedures that support our commitment to preventing modern slavery and human trafficking, including:-

- Anti-Bribery and Corruption Policy;
- Whistleblowing Policy;
- Recruitment and Selection Policy;
- Equality, Diversity & Inclusion Policy;
- Modern Slavery and Human Trafficking Policy

- 3.2 These policies are designed to promote ethical business practices, compliance with legal obligations and respect for human rights.
- 3.3 These policies are communicated to our employees, supported by staff training, and are reviewed and updated periodically.

4 Supplier Due diligence

- 4.1 As a legal services provider operating principally in Scotland and the wider United Kingdom, we generally consider our direct business operations to present a low risk of modern slavery. Nevertheless, we recognise that risks may arise in certain areas of our supply chain and intend to regularly evaluate the nature and extent of its exposure to the risk of modern slavery occurring in our supply chain and monitor the effectiveness of the controls that we have.
- 4.2 Our latest risk assessment was carried out in October 2026 and is next due for review in September 2027.
- 4.3 We intend to seek to monitor the effectiveness of our approach through periodic review of modern slavery risks within the business and supply chain; supplier due diligence and risk assessment processes; review of any reports made under our whistleblowing procedure; monitoring compliance with relevant policies and procedure; and ongoing enhancement of our governance and risk management framework.
- 4.4 We do not consider that we generally operate in high risk sectors or locations.
- 4.5 As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we intend to develop proportionate supplier due diligence procedures designed to:
- 4.5.1 establish and assess areas of potential risk in our business and supply chains;
 - 4.5.2 monitor potential risk areas in our business and supply chains;
 - 4.5.3 prevent and mitigate the risk of slavery and human trafficking occurring in our business and supply chains.
- 4.6 Within our business, we consider that we engage with workers in this regard and provide appropriate grievance mechanisms and protection for whistleblowers.

5 People, Training & Culture

- 5.1 We recognise the importance of ensuring that our people understand modern slavery risks and indicators.
- 5.2 We include mandatory training on Modern Slavery and Whistleblowing in our internal programme of mandatory training with a view to educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains.

- 5.3 We endeavour to ensure that employees learn the benefits of our measures to tackle slavery and human trafficking.
- 5.4 Staff are also encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy.
- 5.5 We provide several safe and constructive channels through which employees can share feedback, including employee surveys, the Young People's Forum and the Staff Forum.

6 Conclusion

- 6.1 Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking during the forthcoming year:
- Develop our supplier due diligence processes (such as screening, onboarding, contractual and periodic review processes) with a focus on the limited number of our suppliers that may present an increased risk;
 - Continue to develop our staff training and awareness of relevant policies and procedures.
- 6.2 This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Anderson Strathern LLP's slavery and human trafficking statement for the financial year ending 31 March 2026.
- 6.3 This statement was approved by the Chair and Managing Partner on the 19th of October 2026.

Signed: 

Chair: Carole Tomlinson
Date: 19.10.2026

Signed: 

Managing Partner: Murray McCal
Date: 19.10.2026