

The Modern Slavery Act 2015 requires commercial organisations with a total annual turnover of £36m or more to produce an annual slavery and human trafficking statement.

Whilst not bound by this requirement, at Beever and Struthers we acknowledge our responsibility towards the Modern Slavery Act 2015 and as a matter of good practice, have set out a formal commitment to ensuring transparency within the Firm and with suppliers of goods and services to Beever and Struthers. We are committed to working towards ensuring that there is no modern slavery or human trafficking in our recruitment, supply chains or any part of our firm.

Organisational overview and structure

Beever and Struthers is a partnership. All professional services are carried out through one Firm. The Firm is owned by 16 partners, all of whom are members of either the Institute of Chartered Accountants in England and Wales ("ICAEW") or hold the necessary affiliate status required for the Firm to be audit registered. The firm provides a full range of accountancy and advisory services including accounts preparation, statutory audit, assurance, corporate finance, corporate recovery, insolvency, taxation, and payroll.

How we are governed

We are registered to carry out audit work in the UK and are regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales. Details about our audit registration can be viewed at auditregister.org.uk for the UK (reference number 5386251). We are also registered to undertake Statutory Audit Work for public interest Entities by the Financial Reporting Council. Our statutory audit work is subject to the Audit Regulations and Guidance issued by ICAEW, International Standards on Auditing (UK) and the Financial Reporting Council's Revised Ethical Standard 2024. Frances Henshaw is authorised to act as an Insolvency Practitioner in the UK by the Institute of Chartered Accountants in England and Wales and is subject to their insolvency code of ethics when carrying out all professional work relating to Insolvency appointments. When acting as Administrator, Frances Henshaw manages the affairs, business and property of the company as agent and without personal liability.

Recruitment

Our employees are employed on a permanent or contract basis. Background checks are undertaken for all new employees, including verification of identity, right to work, evidence of qualifications and references from previous employers or academic institutions.

Training

We include Modern Slavery and Human Trafficking awareness in annual training, including a mandatory test for all employees. The latest training was rolled out to employees in February 2024.

Whistleblowing

Our Whistleblowing Policy encourages employees to make disclosures without fear of recrimination.

Suppliers

We regularly assess the suppliers within our supply chain to identify where there is a risk of slavery and human trafficking and take appropriate steps to manage that risk. We are committed to only engaging with suppliers who share our standards and values. We seek to develop long-term trading relationships with suppliers based on the principle of fair, open and honest dealings at all times.

Imported products sourced from outside the UK or EU are potentially more at risk of slavery or human trafficking issues. If products are sourced from such locations, we will look to work in partnership with companies who possess certifications which have independently assessed standards that reinforce their commitment to human rights, working conditions and the provision of a living wage.

Beever and Struthers will not work with any organisation that either has been or is found to be knowingly involved within either human trafficking or modern slavery. The Partners are responsible for the application of this policy and ensure all activity complies with the Modern Slavery Act 2015.