



# S U C C E S S I O N

## H O L D I N G S L T D

[www.successiongroup.co.uk](http://www.successiongroup.co.uk)

### **MODERN SLAVERY ACT STATEMENT**

#### **INTRODUCTION FROM RAY PIERCE – EXECUTIVE CHAIRMAN**

This statement is made as part of Succession's commitment in regard to the principles of the Modern Slavery Act. It sets out the steps that Succession is taking to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. We have identified what we need to do to comply and we are putting in place the relevant policies and procedures. This will be reviewed on an annual basis as part of our Compliance and Risk process.

#### **SUCCESSION STRUCTURE**

Succession is the fastest growing Wealth Planning brand in the UK with £4.5bn of funds under management and a further £8bn of assets under influence in our affiliated membership. We have almost 20,000 platform clients and nearly 500 staff and operate in the UK through three distinct and complementary services – *Succession Wealth Management, Succession Financial Management and Succession Benefit Solutions* as well as through our member firm advisory business – *Succession Advisory Services*.

#### **OUR SUPPLY CHAINS**

We are a Wealth Planning business that controls and owns all of our client services and solutions and therefore our supply chains include fund managers, investment solution and technology providers, as well as consultants or advisors in specialist fields. Also, our offices employ (or through third party companies employ) minimal ancillary staff such as cleaners.

Purchasing of our administrative supplies is the responsibility of each Hub location with any selection of suppliers normally being part of a tendering process including Executive sign off.

#### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Succession strives to ensure that there is no modern slavery or human trafficking in any part of our business or our supply chains. Our contracts of employment, service agreements and policies contained within our employee handbook reflect our commitment to act ethically and with integrity with the objective that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

#### **DUE DILIGENCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we have reviewed our recruitment processes and also requested from supplier's copies of their own Modern Slavery Act statements. We intend to review and monitor our policy and procedure annually as part of our Board Compliance and Risk review. We are committed to our whistle-blowing policy and to protecting genuine whistle-blowers.

### **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking and have a dedicated Compliance team to ensure all those in our supply chain and contractors comply with our values and periodically monitor their policies dealing with slavery and human trafficking.

### **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

Our effectiveness will be audited as part of our internal audit annual plan and reviewed by the Board annually as part of our Compliance and Risk review.

### **FURTHER STEPS**

This is Succession's first statement and reflects that we are a growing business and are on a developing path to put in place the necessary measures to ensure slavery and human trafficking does not take place in our business or supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Succession Group's slavery and human trafficking statement for the financial year's ending 31<sup>st</sup> December 2017 and 2018.

**Ray Pierce,**  
**Director and Executive Chairman of Succession Holdings Ltd**  
**June 2017**