

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern Slavery is a term used to encompass slavery, servitude, forced or compulsory labour and human trafficking. Modern slavery is a crime and a violation of human rights. We have a zero tolerance approach to all forms of slavery and we are committed to ensuring our practices combat modern slavery within our business and in our supply chains. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

### **ORGANISATION'S STRUCTURE**

Adrian Flux Insurance Services (AFIG) is a Partnership. The Partnership has in excess of 1,000 staff across 3 offices in Kings Lynn and Norwich.

### **OUR BUSINESS**

AFIG is authorised by the Financial Conduct Authority. The business is an insurance broker in the personal lines market, specialising in car, motorbike, van and household insurance.

### **OUR SUPPLY CHAINS**

AFIG has 2 sets of suppliers: insurance companies plus supplies of services such as I.T and stationery.

Our procurement activities and our contractors and suppliers are all UK based.

### **THE AFIG GROUP POLICY 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. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery

and human trafficking is not taking place anywhere in our supply chains.

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

As part of our initiative to identify and mitigate risk, we have put in place appropriate systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We expect all those in our supply chain and contractors to comply with our value of zero tolerance to slavery and human trafficking.

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

We will use the following measures to assess how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits;

Communication and personal contact with our suppliers to assess their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Adrian Flux Insurance Services.

Signed

David Flux

Senior Partner

28<sup>th</sup> March 2018