



## L&C Mortgages Slavery and Anti Human Trafficking Statement

### **Introduction**

This statement sets out London and Country's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2017 to 31 March 2018.

As a responsible employer operating in the Financial Services sector, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **Organisational structure and supply chains**

London and Country was first established in 1985 as a wholly owned subsidiary and appointed representative of Chase de Vere Investments Plc. The company has quickly grown to provide expert mortgage advice and provides mortgage best-buy tables for many national press titles. The Company is frequently asked to comment on mortgage issues and regularly contributes to the national media. On 18<sup>th</sup> October 2000 Chase de Vere Investments Plc sold London and Country Mortgages Ltd to M R Edge. London and Country has its application for Authorisation granted by PIA on 20<sup>th</sup> October and relinquished its status as an appointed representative of Chase de Vere Investments Plc on 23 November 2000. London and Country are regulated by the Financial Conduct Authority.

It is the Company's policy to maintain a strong corporate culture and identity, attracting quality customers and staff, building long-term value into the business. The Company is committed to providing the highest quality of thoroughly researched financial advice, which is professional, efficient and user friendly. We aim to translate complex financial issues into customer friendly language.

The Company currently has offices in Bath, Newcastle and London.

Our supply chains are mainly in respect of recruitment, the procurement of office supplies, materials and equipment, and the provision of professional and support services, principally in relation to IT, facilities, finance, human resources and marketing. We seek to engage with suppliers who are reputable and well established within financial services, and who are demonstrating compliance with modern slavery legislation. In terms of HR procedures, we have rigorous identity and background checking in place and work with carefully selected and reputable third parties to source candidates. Once in employment, we encourage a culture of speaking up about any concerns. Key policies include:

- Anti Bribery and Corruption policy
- Whistleblowing policy
- Recruitment of foreign workers policy.
- Equal opportunities and anti harassment policy
- Grievance policy
- Health and Safety policy
- Free confidential helpline to employees

During 2017, the firm will continue to monitor supplier relationships and introduce further enhancements to our policies in our drive to combat modern slavery.

This statement has been approved by the company's board of directors, who will review and update it annually.