

Modern Slavery Statement

Introduction

The Concept Group is a leading provider of pension and fiduciary services, located in Guernsey and is committed to the highest ethical and professional standards throughout our business and in all of our dealings. We fully support the objective of eliminating any form of modern slavery, human trafficking and forced labour and are committed to ensuring that no such practices occur within our business and supply chains.

Although the Concept Group do not meet the criteria whereby we would need to publish a statement under the UK Modern Slavery Act 2015, we consider it important to set out our position on these matters for the benefit of those who deal with the Concept Group.

Our structure

The Concept Group operates from offices in Guernsey and is regulated by the Guernsey Financial Services Commission to conduct pension and fiduciary business. We consider the risk of modern slavery within our business to be relatively low, and our supply chain is simple.

Our policies

Notwithstanding this low risk, we remain committed to ensuring that modern slavery, human trafficking and any associated practices do not enter our business or supply chains.

Our recruitment and other human resources policies comply with all applicable laws and regulations. We carry out robust checks on all new employees prior to them starting work and engage only with reputable recruiters. All of our employees are paid at least the minimum wage applicable to their place of work. We regularly review employee arrangements, such as in relation to flexible working and general employee wellbeing.

As a provider of professional services, in many cases members of the Concept Group and its employees are themselves subject to professional codes of conduct designed to ensure that the highest standards of integrity and professional ethics are maintained.

We also have in place firm wide policies and procedures to mitigate any money laundering, terrorist financing, bribery and corruption risk to our business. We carry out thorough due diligence checks on any new clients and new business as required by applicable law and regulation, to mitigate these risks.

Supply chain

Our supply chain will typically include software suppliers, training providers, office services such as cleaning, delivery services (such as couriers), recruitment agencies and stationery suppliers. We only deal with reputable suppliers, to minimise the risk of modern slavery, human trafficking, and associated practices forming part of our supply chain. Where we discover or have reason to believe any supplier to be connected to any of those practices, we will act decisively to terminate any supplier relationship.

Our staff and core values

The Concept Group carries out regular training on an ongoing basis to ensure the continued awareness of our staff to all potential risks to our business arising from actual or potential criminal activities. Our core values of integrity, professionalism and teamwork, which all staff are expected to embody also reinforce our commitment to eliminate anything from our business which may relate to any form of criminal activity, including modern slavery and human trafficking.

Roger Berry

Managing Director

13 December 2023