

## Statement of Modern Slavery and Human Trafficking

The following paragraphs outline our commitment to combat modern slavery and human trafficking. The Modern Slavery Act 2015 (2015 Act) requires us to produce and publish an annual slavery and human trafficking statement.

We are opposed to all forms of slavery and human trafficking and will take all appropriate steps to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This statement is made voluntarily by us to indicate our commitment to the eradication of modern slavery or human trafficking and sets out the steps that we have taken and continue to take.

Although slavery and human trafficking is a factor of modern business, we as a professional services firm that is regulated by the SRA, believe that there is a low risk of slavery or human trafficking occurring within our firm. All staff are paid at or above the rate recommended by the Living Wage Foundation and our standard terms and conditions of employment allow employees to terminate their employment at any time. We are supportive of all partners and staff in terms of work flexibility and home-life balance and monitor their physical and mental wellbeing at all times. We will, however, continue to review our treatment of our partners and staff periodically.

We acknowledge that, notwithstanding how we treat our own partners and staff that nevertheless there may be issues that exist in relation to our supply chains. As a firm we will not tolerate slavery or trafficking in relation to those supply chains and for this reason we will regularly monitor and assess those supply chains to ensure that abuse does not occur. To that end we take steps to identify potential areas of risk and require that all our suppliers comply with the 2015 Act in a transparent, accountable, auditable and free manner.

We maintain a database of preferred suppliers whom we believe meet our standards and will, where we perceive that there is a risk of slavery or human trafficking occurring (for example in relation to supplies from overseas or in relation to services that are outsourced abroad), undertake additional due diligence on those suppliers in accordance with the guidelines of the Chartered Institute of Procurement & Supply (see [www.cips.org/Documents/About%20CIPS/Ethics/CIPS\\_ModernSlavery\\_Broch\\_WEB.pdf](http://www.cips.org/Documents/About%20CIPS/Ethics/CIPS_ModernSlavery_Broch_WEB.pdf)) and our standard terms and conditions of purchase include appropriate contractual provisions to ensure that our suppliers are contractually committed to seeking to avoid the use of slave labour and trafficked labour.

Our internal policies and procedures are under regular review to ensure that we comply with the 2015 Act and other applicable legislation. In addition, we seek to implement effective internal systems to ensure that slavery and human trafficking does not occur.

We undertake training and instruction to ensure that all partners and staff understand the nature of modern slavery and how it may occur and that they can recognise the modern slavery indicators so as to enable them to be able to identify instances of possible slavery and human trafficking. Further information can be obtained from resources to be found on the website of the Walk Free Foundation ([www.walkfree.org/](http://www.walkfree.org/)).

We undertake an annual assessment of the risk which modern slavery presents to its activities and take such steps as are necessary based upon the outcome of that risk assessment. We will on a regular basis monitor the effectiveness of its modern slavery and human trafficking policy by reviewing all suppliers not only in relation to matters that come within the strict 2015 Act parameters but also in relation to other forms of abuse including inclusion, wellbeing, and equality of opportunity. As part of this process, we will ensure that our procurement policy is kept up to date, review contracts and re-emphasise our stance on this to all suppliers. Responsibility for this will lie with the Firm's Modern Slavery partner, Andrew Clissold whose role will include promoting the Firm's objectives and ensuring that a robust stance is taken, ensuring that appropriate processes are embedded in our procurement processes, assist with the onboarding of new suppliers so as to ensure that they meet our criteria and continue to keep oversight of the processes and policies that apply.

In accordance with the 2015 Act this statement appears on our website and is supplied in written format to anyone who requests it. This statement has been approved by the partners and is reviewed annually and the date of that approval appears below.

April 2023