

Slavery and Human Trafficking

Introduction

Social responsibility is a core value of our Firm and we are proud to be a signatory to the United Nations Global Compact (“**UNGC**”). The Firm’s affirmation of the ten principles of the UNGC is appended [here](#).

As a professional services provider, we consider the risk of modern slavery or human trafficking (“**modern slavery**”) existing within our organisation and supply chain to be low. However, we support public accountability and transparency and are committed to annually reporting on progress to the UNGC and reviewing this Statement to ensure that we are continually improving our practices.

This Statement was approved and signed by the Firm’s Executive Committee on 12 June 2017 and constitutes the slavery and human trafficking statement for the financial year ended 31 December 2016 (the “**Statement**”) for all relevant Firm entities required to give such a statement pursuant to Section 54(1) of the UK Modern Slavery Act 2015.

Our business

We are committed to human rights and adopt a zero tolerance approach to modern slavery and forced labour in all forms in our organisation and supply chain.

In June 2016 we commenced an ongoing due diligence exercise undertaken by a global cross-departmental working group (with input from the Global People, Procurement and Social Responsibility departments and the Firm’s General Counsel office). The working group will meet on a quarterly basis to provide a forum for the discussion of Firm priorities as we work to improve our practices.

We confirm that we have in place systems to ensure full compliance with relevant labour laws relating to employee terms and conditions, including pay. Furthermore, we support the health and financial needs of our employees at different stages of their lives by providing a flexible benefits programme.

The Firm Policy encourages personnel to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously, investigated promptly and that their confidentiality will be respected, consistent with adequate investigation and remediation.

Our supply chain

We expect our suppliers to share our values and, consequently, we are implementing a robust supply chain compliance program which:

- imposes contractual obligations on all key suppliers, including obligations related to compliance with relevant laws (including those related to modern slavery) and requirements to impose similar standards on their suppliers;
- requires new key suppliers to provide us with pertinent information to help us determine the risks to us in entering into a business relationship with them;
- requires additional commitments related to compliance with legislation relating to modern slavery for all new UK suppliers and UK supply contracts subject to renewal;
- requires quarterly reviews with our key suppliers which includes a review of their compliance with relevant laws (including those related to modern slavery); and
- provides for regular monitoring of the industries in which our key suppliers operate to identify any risks relating to modern slavery and for conducting market reviews of key services by a formal tender process, with a particular emphasis on the values that matter to us.

Training

The Firm provides annual training on the “Fundamentals of Business & Human Rights for Lawyers” for our lawyers in each region.

We will be assessing our options in developing training for Firm employees involved in managing supplier relationships to enable them to recognise risk factors more easily.