

Modern slavery statement

Our Commitment – Financial Year Ending 30 April 2026

We are committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain, and we impose the same high standards on our suppliers, contractors and other business partners.

Hill Dickinson LLP takes its responsibilities seriously and this statement constitutes its compliance pursuant to section 54 (1) of the Modern Slavery Act 2015 (the Act).

The Firm

Hill Dickinson LLP is a global law firm, established and operating as a limited liability partnership ('LLP') under English law, registered in England and Wales with registered number OC314079 and registered office of No. 1 St. Paul's Square, Liverpool, L3 9SJ. Hill Dickinson LLP is a law firm authorised and regulated by the Solicitors Regulation Authority of England and Wales.

The Hill Dickinson group comprises of a number of subsidiaries (where Hill Dickinson LLP is the parent company) and a number of separately constituted and regulated legal entities providing legal services in different jurisdictions and locations. To find out more about the nature of our business visit [here](#) and more information about locations [here](#).

As a law firm providing professional services, the Firm employs professionally qualified lawyers. We also employ individuals who provide administrative, facilities and business services.

Hill Dickinson LLP has a zero-tolerance approach to modern slavery. We are an Accredited Living Wage Employer and we have committed to pay all our colleagues a fair living wage.

We are also a signatory to the United Nations ("UN") Global Compact initiative. We have voluntarily committed to align with its strategies and operations with universal principles on human rights, labour, environment and anti-corruption. This initiative further encourages us to create a culture of integrity across the firm and to be part of more than 20,000 participating global companies.

To improve transparency, we have begun mapping our tier-one suppliers across key regions and service lines, with a plan to extend mapping to tier-two suppliers to align with updated guidance calling for deeper supply chain visibility.

Scope of the Modern Slavery Act 2015

The Act defines modern slavery (Modern Slavery) as "slavery, servitude and forced or compulsory labour" and "human trafficking". The Act requires commercial organisations operating in the UK (i.e. that supply goods or services from or to the UK) and have a global turnover above £36 million, to publish a statement each financial year, which sets out the steps they have taken to ensure there is no Modern Slavery in their business or supply chains.

Policies

As part of our commitment to combating Modern Slavery, our Modern Slavery statement, together with our Code of Conduct and Minimum Terms, sets out our zero-tolerance approach to Modern Slavery in our organisation and supply chain. We expect all our colleagues, partners and suppliers to embrace our core principles and match the high standards that we set ourselves.

All colleagues are expected to comply with relevant laws and professional Codes of Conduct, as well as firm policies and procedures.

To strengthen this commitment further, we have implemented a sustainable procurement policy that embeds ethical, environmental and social considerations into supplier selection, management and ongoing performance. This ensures that procurement decisions support responsible business practices and help minimise the risk of exploitation within our supply chain.

We also maintain robust recruitment practices, including stringent right-to-work checks, prohibition of recruitment fees, and strict oversight of recruitment agencies, to ensure that all workers are engaged legally, voluntarily, and in conditions that uphold their dignity and rights.

In addition, we operate a whistleblowing policy which enables reporting and raising concerns confidentially about any potential or suspected instances of modern slavery, unethical conduct or human rights violations. This mechanism supports early detection, encourages a culture of transparency, and ensures that concerns can be escalated safely without fear of retaliation.

Our due diligence processes and supply chain

We recognise that the risk of Modern Slavery existing within our business continues to be low, due to the nature of our operations and our predominantly skilled workforce. Despite this, we apply rigorous due diligence and ongoing monitoring across our supply chain, reflecting our zero-tolerance approach to Modern Slavery throughout our organisation. All new suppliers are required to sign up to our Code of Conduct and Minimum Terms, and existing suppliers are reminded of these obligations during the term of their contract.

In delivering our legal services, we work with a wide range of suppliers, the majority of whom are based in low-risk jurisdictions. However, we recognise the importance of identifying and addressing risks even in low-risk sectors and we continue to strengthen our approach to supply chain visibility and risk assessment.

We endeavour to work only with suppliers who demonstrate the same high standards we set for ourselves. We expect all suppliers to operate ethically and fairly, ensuring that workers are treated with dignity and respect and that the highest standards of human rights are maintained.

Hill Dickinson LLP has developed a risk-based approach to assessing the possibility of Modern Slavery within our supply chain, considering factors such as country of origin, service type, and the location from which services are provided. This approach is increasingly robust, reflecting updated government expectations that organisations proactively identify and mitigate risks

Suppliers are onboarded and managed through a Supplier Information Pack and when responses are received, they are reviewed and assessed. Where a potential risk is identified, it is investigated and mitigated through activities such as enhanced due diligence, requests for additional documentation, and targeted follow-up action.

Our Supplier Information Pack is issued to new suppliers and reviewed during the term of the contract. The contractual terms and conditions that we put in place with our suppliers are regularly reviewed and updated.

We enforce strict compliance and do not tolerate Modern Slavery within our supply chains. In the rare event that we become aware of a case of Modern Slavery; we will work with the supplier to implement remedial action.

We expect our suppliers to engage with us constructively and responsibly, and to demonstrate their willingness to remedy issues in a timely manner. If we find evidence of a failure to comply with our policies, we will immediately address these and take swift actions which may include terminating supplier relationships.

Training

Training is provided to all colleagues to raise awareness of modern slavery and human trafficking risks, and to ensure they understand the firm's policies, reporting expectations and responsibilities. Modern Slavery training is delivered through an assessed course that forms part of Hill Dickinson's mandatory training calendar and must be completed as part of the new-starter induction process.

Additional, role-specific training is provided where necessary for those colleagues involved in higher-risk functions such as recruitment and procurement, ensuring they are equipped to identify red flags and respond appropriately.

To maintain accountability and ensure full compliance, training completion is formally tracked and monitored, with regular reporting to our Risk and Compliance team. Non-completion is followed up promptly, and refresher training is scheduled periodically to reinforce awareness and understanding across the firm.

Approvals

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Hill Dickinson's slavery and human trafficking statement for the financial year commencing 1st May 2025 and ending 30th April 2026. This statement has been reviewed and approved by the firm's Executive Board.

April 2026