Slavery & Human Trafficking Statement 2023

1. Introduction

Farrer & Co LLP takes the issue of modern slavery, as defined in the Modern Slavery Act 2015, seriously. Although we continue to consider that the likelihood of an incidence of modern slavery or human trafficking in our business or our supply chains is low, we remain committed to improving our practices and working with our suppliers in investigating and ensuring that slavery and human trafficking do not take place in any of our supply chains and in any part of our business.

2. Our firm and business

We are an English law firm providing a range of English law services to individuals, families, trustees, charities, institutions and businesses in the UK and internationally across a number of sectors. Our offices are in London and we have 548 partners, fee-earners, support staff and business services staff.

It is necessary for us to use third party service providers to ensure the provision of such legal services in a cost-effective manner to our clients.

3. Our policy in relation to slavery and human trafficking

The firm's first Slavery & Human Trafficking Statement and its Modern Slavery Policy were first published in September 2016 and the Statement has been updated annually and published on our website.

Our Modern Slavery Policy and our Procurement and Outsourced Services Provider Policy ("**Procurement Policy**") reflect our commitment to be as sure as possible that slavery and human trafficking are not taking place in our supply chain. The two policies apply to all Partners and members of staff who are responsible for procuring goods or services for the firm. These Policies sit alongside our Whistleblowing, Corporate Responsibility, Equality & Diversity, Health & Safety and Bribery & Anti-Corruption Policies and our London Living Wage Accreditation.

4. Our due diligence processes in relation to our business and our suppliers

Our Business Services Directors (Finance, Risk, Human Resources, Marketing & Business Development, Knowledge, Learning & Development and IT) and Office Services Manager (office, cleaning, building contractor and catering services) have primary and day-to-day responsibility for implementing the Procurement Policy, which was updated again this year. That Policy aims to ensure that:

- as far as is possible, services are procured from all third-party providers through a process which is transparent, non-discriminatory and proportionate to the circumstances and requirements of each purchase;
- the firm complies with its various regulatory and legal obligations, particularly regarding the prevention of modern slavery and child labour; and
- the firm's Living Wage Employer commitment extends to our suppliers and all of their employees.

We continue to review and rationalise our supplier contractual arrangements and supporting materials and use the additional capacity recruited last year to support this work.

5. Risk monitoring, compliance and ongoing monitoring

Our dedicated Risk & Compliance Team grew last year and it oversees the supplier due diligence checks set out in the Procurement Policy and our obligations under the Modern Slavery Act 2015 and other applicable legislation. The team works closely with our Business Services Directors and other key procurement stakeholders to enforce compliance with our Modern Slavery Policy and to ensure that it operates effectively. The team also refers relevant stakeholders within the firm to the relevant policy and procedure when they are dealing with new suppliers.

Clients and prospective clients regularly ask us to confirm that we have a modern slavery policy and the policy also enables us to confirm that our practices align with theirs.

6. Training for our staff

Our Business Services Directors and those other members of staff closely involved in the procurement process understand the Modern Slavery Policy and Procurement Policy. Where necessary, additional training on such matters will be provided to relevant staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Farrer & Co LLP's slavery and human trafficking statement for the financial year ending 30 April 2023.

Approved by the Members of Farrer & Co LLP

Signed: .....

Signed by Sam Macdonald, Partner and member of the Management Board, on behalf of the Members of Farrer & Co LLP
19 September 2023