

RESPONSIBLE BUSINESS

Modern Slavery Statement 2025

Modern Slavery Statement 2025



This statement is made pursuant to obligation under section 54 (1) of the Modern Slavery Act 2015 (the Act), for the financial year ending 30 April 2025.

Modern Slavery and Human Trafficking are human rights abuses and have no place in our business or in our supply chain. We are dedicated to running our business responsibly and committed to the highest standards of professionalism and integrity.

Introduction

This statement sets out the steps, risk management and mitigation measures which Burges Salmon LLP, its subsidiaries and all affiliated entities (“we”, “us”, “our” or “the Firm”) have undertaken and will continue to take in our business and supply chains, in relation to the issue of slavery and human trafficking.

Burges Salmon LLP has a number of subsidiary and associated entities.

The following entities are subsidiaries of Burges Salmon LLP:

- **BS Pensions Trustees Limited** is a limited company registered in England and Wales (registration number 2682277). It is authorised and regulated by the Solicitors Regulation Authority (SRA number 75314). A list of the directors may be inspected at the company’s registered address, One Glass Wharf, Bristol, BS2 0ZX.
- **Burges Salmon Trustees Limited** is a limited company registered in England and Wales (registration number 4066209). It is authorised and regulated by the Solicitors Regulation Authority (SRA number 333652). A list of the directors may be inspected at the company’s registered address, One Glass Wharf, Bristol, BS2 0ZX.
- **Quayseco Limited** is a limited company registered in England and Wales (registration number 2287256). It is authorised and regulated by the Solicitors Regulation Authority (SRA number 408887). A list of the directors may be inspected at the company’s registered address, One Glass Wharf, Bristol, BS2 0ZX.
- **Burges Salmon IP Ireland Limited** is a limited company registered in the Republic of Ireland (registration number 680701). It is not authorised and regulated by the Solicitors Regulation Authority or another approved regulator. The registered address of Burges Salmon IP Ireland Limited is The Greenway, 112-114 St Stephen’s Green, Dublin 2, D02 TD28, Ireland.

Burges Salmon (Northern Ireland) Limited is a limited company, affiliated with Burges Salmon LLP, registered in Northern Ireland (registration number NI611307). A list of the directors may be inspected at its registered address, Forsyth House, Cromac Square, Belfast, BT2 8LA. Burges Salmon (Northern Ireland) Limited is authorised and regulated by the Law Society of Northern Ireland ([The Law Society of Northern Ireland](#)).

Our values and reputation are of huge importance to us. They are integral components of delivering exceptional service to our clients, as well as being an exceptional place to work for our people.

This is the tenth Burges Salmon Modern Slavery statement. We publish our statement on our company website: www.burges-salmon.com. We file with the Government’s voluntary Modern Slavery statement registry: <https://modern-slavery-statement-registry.service.gov.uk/> and with The Transparency in Supply Chains Platform: <https://tiscreport.org/>.



Modern slavery and human trafficking

We understand modern slavery and human trafficking as defined in the Act, the UN Universal Declaration of Human Rights and the conventions of the International Labour Organization (ILO), particularly relating to forced or compulsory labour.

We recognise that forced labour is a form of slavery and includes debt bondage and the restriction of a person's freedom of movement, whether that be physical or non-physical.

According to the Internal Displacement Monitoring Centre (IDMC), new and ongoing conflicts, violence, persecution and human rights abuses have led to over 83 million people living in internal displacement as of the end of 2024, with over 20 million newly displaced by conflict in that year alone. Disaster-related displacement also surged to a record 45.8 million in 2024. While the total number of forcibly displaced people globally – including refugees and asylum seekers – is likely higher, the most recent comprehensive figure remains at over 120 million.

Meanwhile, the International Labour Organization (ILO), in collaboration with Walk Free and the International Organization for Migration (IOM), estimates that 50 million people are in situations of modern slavery on any given day. Of these, 28 million are in forced labour, including 17.3 million in the private sector across industries such as construction, manufacturing, mining, utilities, agriculture, forestry, fishing and domestic work.

In this context, we recognise that we, and other businesses, are exposed to the risk of modern slavery and human trafficking, in operations and supply chains.

Modern slavery and human trafficking occur for a variety of reasons, including poverty, lack of education, unstable social and political conditions and economic imbalances. The climate crisis and war are also exacerbating factors that can increase a person's vulnerability to exploitation.

During recent years we have witnessed the continuing effects of the climate crisis, inflation, energy security issues and the pandemic, as well as people fleeing conflict and migrating for economic reasons. Consequently, there are numerous risk factors relating to modern slavery and human trafficking.

In this context, we consider it vitally important to maintain high standards, engage with our suppliers, to be an active community partner, particularly in the areas of employability and inclusion and to progress our carbon targets.

Throughout 2025 we continued to progress our community outreach, with strands of work focused on inclusive employment and supporting refugees. We have a comprehensive community engagement programme encompassing 65 key partnerships with charities, Community Interest Companies and community-based organisations. Our community engagement portfolio provides support to address a range of issues including mental health and isolation, food security, homelessness, access to justice and climate action.

We continue to partner with anti-slavery and human trafficking charity Unseen, as we recognise the importance of addressing social and environmental issues that can lead to vulnerabilities and put people at risk of modern slavery and human trafficking. This year we have committed £3,000 to them in the Big Give Appeal to support the work they do assisting victims of modern slavery. In October Unseen hosted a firmwide Lunch and Learn session on modern slavery for our people.

In pursuit of inclusive employment, we work with a number of charities aligned to our priorities around social mobility, gender balance, LGBT+, race and disability inclusion. We work with these organisations to support disadvantaged groups and gain feedback to improve our employment practices.

During 2023 we gained Disability Confident Leader accreditation and in 2024 we retained the highest accreditation of 'Platinum' from Investors in People. Our award-winning Working with Schools Programme is focused around supporting disadvantaged and under-represented students.

We are active members of Business in the Community (BITC), with our Head of Responsible Business sitting on the South West Leadership Board. We collaborate with

the Social Mobility Business Partnership (SMBP) and lead the South West Cluster of activity for this organisation. SMBP seeks to provide students from low-income backgrounds with better access to professional services' careers. These community and inclusion initiatives reflect our commitment to equality and opening up access to careers, which we believe in pursuing as one lever in the fight against modern slavery and human trafficking.

During the year, we maintained certification of ISO standards: ISO 9001 (quality management), ISO 27001 (information security) and ISO 22301 (business continuity). We were reaccredited with ISO 14001 (environmental management) in 2025.

We participate in the EcoVadis sustainability assessment, and our 2025 submission scored 67 overall, with a score of 63 in labour and human rights. This places us in the top 35% of companies assessed by EcoVadis, attaining their Bronze Standard. The labour and human rights assessment through EcoVadis analyses our approach to policy, endorsements, measures, certification, coverage and reporting and we use the findings from this assessment each year to identify improvement areas and actions to take to further strengthen our approach.

We continue to advocate for the awareness and understanding of modern slavery within our Firm, our supply chain and the business sector.

As a supplier of professional legal services, we regularly disclose to our clients our position and practices addressing modern slavery and human trafficking.



We continue to partner with anti-slavery and human trafficking charity Unseen, as we recognise the importance of addressing social and environmental issues that can lead to vulnerabilities and put people at risk of modern slavery and human trafficking.

Our business, organisational structure and supply chains

Burges Salmon is an ambitious, sustainable and inclusive firm that ensures its clients, people and wider communities flourish.

Our clients range from the largest private and public sector organisations and institutions, to entrepreneurial businesses and wealthy individuals and families.

Working from our offices in Bristol, London and Edinburgh, we have built a progressive service culture, based on collaboration and teamwork that is shaped around the needs of our clients. Operating in selected markets where our knowledge, experience and skills deliver highly effective solutions to our clients' complex needs, we aim to be a leader not a follower in these markets.

Burges Salmon works for clients in all three UK jurisdictions and across the globe, through an international network of leading independent law firms – our Preferred Firm Network. Our objective is to provide clients with excellent service and advice, working with these preferred firms around the world to meet clients' international needs, where relevant.

We have more than 1000 people, including in excess of 540 fee-earning lawyers and 116 partners (our most senior lawyers who are owners of the Firm) who work in a hybrid way between our offices and their homes. The remainder of our people are business professionals who work in our operations, finance, people, marketing and client support teams. Burges Salmon has offices in Bristol, Edinburgh and London, as well as a presence in Dublin and Cardiff.

Burges Salmon LLP is a limited liability partnership. The Strategic Board is responsible for overall management of the Firm. Chaired by our Senior Partner, its primary responsibility is to set the strategic direction and ensure the effective governance of the Firm. It has oversight of a number of sub-committees, including the Executive Committee (ExeCom).

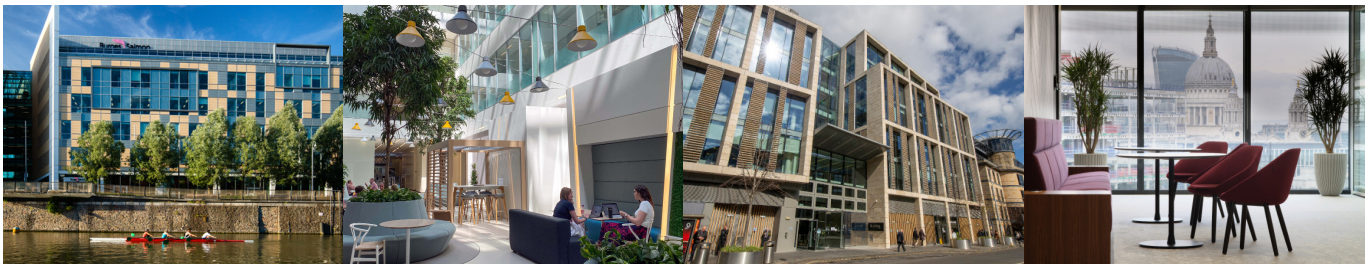
ExeCom is chaired by our Managing Partner and is responsible for the visible delivery of the Firm's strategy against agreed priorities. It has responsibility for overseeing the co-ordination and efficient operational delivery of the business services functions of the Firm, the effective delivery of projects and programme co-ordination, the effective management of operational business risks and, the operational delivery of the business services aspects of the Firm's policies.

In the operation of our business, we purchase a variety of goods and services, rent offices, purchase utilities and recruit people.

Our suppliers provide us with electronic equipment, office supplies, catering, security, information systems and computer applications, business travel and accommodation, banking services, telecommunications, professional services, cleaning services, document management, waste disposal, energy, office furniture and leased offices. We have received goods and services from 1,764 active suppliers during the past year.

As part of our people recruitment process, candidates are subject to pre-employment screening. This confirms their right to work, involves criminal background checks and verifies identity, experience and qualifications.

As a law firm, we conduct business under the strict governance of the Solicitors Regulatory Authority (SRA), the Law Society of Scotland and the Law Society of Northern Ireland. This requires that all our clients are subject to due diligence, to protect against money laundering, financing terrorism, bribery and corruption as well as conflicts of interest. During the year, we advised on over 11,500 client matters. Our client-base is spread across a range of sectors including Energy and Utilities, Built Environment, Financial Services, Transport, Private Wealth, Public Sector, Technology and Health, Care and Life Sciences. Each client relationship is managed by a dedicated Client Partner who has overall responsibility for the delivery of high-quality legal services.



Working from our offices in Bristol, London and Edinburgh, we have built a progressive service culture, based on collaboration and teamwork that is shaped around the needs of our clients.

Burges Salmon supply chain and business scope (FY 2023/24)



Supplies & inputs	Offices & people	Marketplace & community relationships
1764 active suppliers	12,164 m² Bristol office	11,583 client matters
	870m² Edinburgh office	65+ key community collaborations
	1,084 m² London office	80+ jurisdictions in Preferred Firm Network
	237 new hires	95% Suppliers paid within 60 days
	1,210 people	
	553 fee earners (excluding Partners)	
	116 Partners	

Policies and conduct

At Burges Salmon **our six core values** are: ambition, collaboration, commitment, fairness, quality and respect. They underpin everything we do.

As the Firm is regulated, our people are required to conduct themselves to specific standards including the **SRA Standards & Regulations** and under the regulatory regimes of the **Law Societies of Scotland and Northern Ireland** (as applicable).

We pride ourselves on being a responsible business and are signatories to the **Ten Principles of the UN Global Compact** for responsible business. This requires us to report on our commitment and progress in the areas of human rights, labour practices, anti-bribery and corruption and the environment.

Our **Human Rights Policy** aims to avoid causing or contributing to human rights impacts through our own activities, uphold the respect of human rights in direct relation to our operations and business relationships and, support the promotion of human rights within our operations and sphere of influence.

Our Human Rights Policy applies to all our people, including contractors and temporary workers. We expect our suppliers to respect and adhere to this policy as part of our **Purchase Terms and Conditions**, our contracting principles and our approach to supplier due diligence. To ensure we are upholding best practice and meeting evolving legal and ethical standards, the policy is being reviewed in 2025, and a refreshed Human Rights Policy will be launched in 2026.

We have a number of other policies, which are relevant to the operation of our Firm and address modern slavery and human trafficking risks, which include:

- Anti-Bribery and Corruption Policy
- Responsible Procurement Policy
- Health and Safety Policy
- Whistleblowing Policy

Expectations for behaviour are communicated to our people as part of their induction to the Firm as well as through on-going training, via a compliance and e-learning management system.

Our **Risk and Best Practice** team supports the Firm's compliance with the governing regulatory requirements and as part of its work conducts a range of internal audits, in the pursuit of risk mitigation and continuous improvement.

We have a **Whistleblowing Policy and a Grievance Procedure** to enable our people to report any issues which they may encounter at work.

We provide a confidential **Employee Assistance Programme**, administered through an external provider, enabling our people to speak to trained personnel about any concerns they may have. This is available to our people 24 hours a day, 365 days a year.

WE SUPPORT



We pride ourselves on being a responsible business and are signatories to the Ten Principles of the UN Global Compact for responsible business.

Due diligence and risk assessment

As a professional services firm which operates under strict governance criteria and regulation, the general assessment is that we are at low risk of slavery and human trafficking occurring within our own operations.

We recognise there are greater risks of slavery and human trafficking occurring within our supply chains. We understand there are more prominent risks of slavery where workers are in lower skilled employment, away from home and working in temporary positions. We further recognise there is greater risk in certain geographies and sectors.

In terms of **supply chain risk assessment** we have determined our key suppliers to be those businesses which supply us with goods and services that are significantly important to the delivery of our legal services. We have included additional suppliers that we have identified as higher risk, based on our risk criteria. Our risk assessment includes considering information on the level of spend, whether the supplier has low skilled and / or low paid employees, whether the services or products provided are in an industry sector considered to be at a greater risk of modern slavery, purchase ratio of high-volume to low-cost products, country risk for suppliers' operations and / or supply chain and any known modern slavery allegations or breaches.

In relation to modern slavery and human trafficking risks, we have primarily focused on those suppliers we have identified as **key and potentially higher-risk**, based on the criteria laid out above. 19 suppliers were identified of particular interest from a modern slavery due diligence perspective. Following identification we analysed and scored these suppliers based on responses to our Supplier Assurance questions on Modern Slavery. The result of this process is that all 19 suppliers are deemed to have sufficient approaches in place to mitigate modern slavery and human trafficking risk and so currently we can continue working with them.

We tend to foster long-term relationships with our key suppliers, ensuring they meet our supplier management practices. These include the expectation for our suppliers to implement due diligence procedures with their suppliers, sub-contractors and other participants in the supply chain.

Our **supplier management practices** include a Responsible Procurement Policy; Standardised Purchase Terms and Conditions; Contracting Principles for our Suppliers; financial controls for invoice payment; New Approved Supplier form (requiring supplier alignment on the key issues of anti-bribery & corruption, modern

slavery, confidentiality, data protections, information security and tax evasion); risk screening of business services suppliers; Business Services Supplier Log; supplier engagement events; a quarterly supplier performance review of key suppliers; standardised agenda for supplier meetings with supplier relationship managers; a targeted annual supplier assurance questionnaire; as well as regular meetings with key suppliers. Our supplier management practices are monitored and audited as part of our **Quality Management System**.

Our Knowledge and Information Services team use a **tracker service** to monitor news and potential allegations regarding our suppliers.

We engage with our suppliers to assert our expectations. We expect our suppliers to:

- Confirm their commitment to no slavery or human trafficking
- Apply corresponding values within their own organisation
- Demonstrate commitment to achieving responsible business practices



In terms of supply chain risk assessment we have determined our key suppliers to be those businesses which supply us with goods and services that are significantly important to the delivery of our legal services.

To support this, we have introduced a Supplier Code of Conduct, which is [publicly available on our website](#). This document outlines our expectations for suppliers in relation to ethical conduct, including the prevention of modern slavery and human trafficking.

We monitor and review our suppliers and consider any issues arising in our supplier performance through our regular account meetings. Any supplier in our supply chain which is found to be non-compliant in terms of our standards will be reviewed and may be subject to a range of sanctions, including termination of contract.

We undertook a **desk-based human rights review** during 2019, following the UN Guiding Principles on Business and Human Rights, to help us assess our respect of human rights, in the context of the Firm's operations and in terms of the four stakeholder groups (our clients, people, suppliers and communities). We deemed this important given the wider context of preventing modern slavery through the general respect of human rights.

In addition to the 'Right to be free from slavery and forced labour' we identified the following human rights as most pertinent to the Firm:

- Right to life (safeguarding health, wellbeing and the environment)
- Right to privacy (management of confidential and personal data)
- Right to non-discrimination (equal opportunities and fair treatment for all)
- Right to an adequate standard of living (living wage, Fair financial transactions and economic contributions)
- Right to education (no child labour, social mobility, training and development)

These are key considerations in the delivery of our commitments as a responsible business and as signatories to the UN Global Compact.

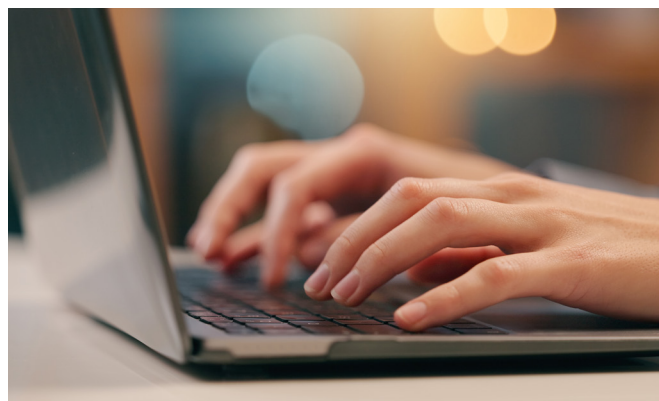
Modern Slavery training and awareness

We recognise the need for everyone at the Firm to have a basic understanding and level of awareness of modern slavery. Our **Modern Slavery e-learning course** which is mandatory for everyone at the Firm to complete was refreshed in 2024. This is provided to our people through supplier Learner Bubble in addition to our compliance module 'Preventing Exploitation'. We utilise our **internal communication channels** to give relevant updates on modern slavery and human trafficking and to maintain visibility of the issues, collaborating with the not-for-profit anti-slavery and human trafficking charity 'Unseen'. In October 2024, in line with Anti-Slavery Day, Unseen hosted a firmwide **Lunch and Learn** session to raise awareness about the prevalence of modern slavery in the UK today. The session discussed the signs to recognise if someone is a victim of modern slavery and how people can report any incidents they may come across.

Given our understanding of risk, we periodically provide more in-depth training for people in specific roles, including the people team, risk and best practice team, supplier relationship managers and procurement team. This training involves a combination of an **additional e-learning and compliance module** 'Practical Steps for Procurement' and a **facilitated workshop**. The workshop is designed to enable discussion, consideration of risk in the operational context of the Firm and to deepen understanding of how modern slavery manifests in the UK and global supply chains. Unseen provides this

training in-house and 23 of our people attended training sessions in March 2023. We are looking to have Unseen provide an updated version of this training within the 2025/26 financial year.

Members of our Responsible Business team maintain their knowledge of the issues and track latest developments through participation in relevant training, events and conferences.



Our Modern Slavery e-learning course which is mandatory for everyone at the Firm to complete

Collaborations

Given the challenges of effectively addressing modern slavery and human trafficking issues, we recognise the importance of collaborating with other organisations to share and advocate good practice.



Unseen is a not-for-profit organisation working towards a world without slavery. They provide victim support and rehabilitation, a helpline, partnership resources, advocacy and awareness raising.

Since this collaboration was established in 2018, we have contributed to Unseen with financial donations and in-kind support and enabled the advocacy of their work with representatives from other businesses, civil society and the community. They deliver training to our people, support us with communication and awareness campaigns and are reviewing our Modern Slavery Statement in 2025.



The Living Wage Foundation is a campaigning organisation in the UK, which aims to persuade employers to pay a Living Wage.

We are an accredited Living Wage Foundation employer. This means we are committed to paying all of our people at least the living wage. This includes people on temporary contracts and workers at our premises, who are contracted through our suppliers. This is particularly relevant in terms of security, catering and cleaning people.



Fairtrade is a global movement with a strong and active presence in the UK, represented by the Fairtrade Foundation. They work to connect disadvantaged farmers and workers with consumers, promote fairer trading conditions and empower farmers and workers to combat poverty and support sustainability.

We have been a supporter of the Fairtrade Network South West since 2011 to increase awareness of Fairtrade produce and merchandise. We mark the anniversary of Fairtrade Fortnight with awareness raising and internal events and work with our catering supplier to promote the take up of Fairtrade products.



The Prince's
Responsible
Business Network

Business in the Community is a membership organisation for businesses that have a commitment to responsible business and wish to be part of a network of like-minded organisations.

As a member of BITC, we participate in their Responsible Business Tracker benchmarking tool, which helps us to take a continuous improvement approach to all aspects of responsible business, including human rights and supply chain management.

We draw on BITC resources and insights from other businesses, as part of this responsible business network. We are members of the BITC South West Leadership Board.

Effectiveness and performance

We review our policies and procedures to ensure they remain effective and to identify opportunities to enhance and strengthen our approach. This includes discussion within our Risk Committee, ExeCom and the Strategic Board.

FY 2024/25 Commitment	Progress
Have our approach to modern slavery assessed by an independent third-party specialist to ensure the Firm continues to identify opportunities and any gaps to deliver and minimise risk.	Complete. Unseen have reviewed our Modern Slavery Statement.
Participate in relevant benchmarks and assessments and action improvements highlighted, particularly in relation to supply chain management and labour practices.	Complete. Achieved through EcoVadis assessment including Supply Chain and Human Rights disclosures.
Drive engagement with Modern Slavery e-learning within the Firm, with internal communications and targeted reminders, to achieve above 95% completion rate.	Our e-learning completion rate fell from 98% in 2024 to 53% in 2025 due to the training being unintentionally omitted from the Risk chase list. This oversight has now been corrected, and we anticipate an improvement in completion rates going forward.
Continue to raise awareness and advocate for the work of Unseen, particularly noting the opportunity provided with the annual Anti-Slavery Day.	Complete. Donated £3,000 to Unseen through their Big Give Appeal and had our Modern Slavery Statement reviewed by them to ensure best practice. Members of our running club ran London Landmarks to fundraise for Unseen in 2025.
Champion inclusive employment through key community partnerships and through our membership with Business in the Community.	In progress.

Key performance indicator	FY2024/25	Comments
Modern Slavery e-learning completion rate	53%	A focus for 2025/26 is to drive up completion through mandating the learning
EcoVadis Score for Labour Practices and Human Rights	67	Higher than the legal and accounting industry average score of 59
Suppliers paid within 60 days	95%	

Commitments

During FY 2025/26, we plan to deliver upon the following commitments to continuous action and improvement:



Have our Human Rights Policy reviewed by an independent third-party specialist to ensure the Firm continues to uphold best practice, meet evolving legal and ethical standards, and demonstrate accountability to stakeholders



Achieve at least a 95% completion rate for Modern Slavery e-learning within the Firm



Participate in relevant benchmarks and assessments and action improvements highlighted, particularly in relation to supply chain management and labour practices



Enhance our approach to supplier due diligence through the introduction of a new online tool to assess suppliers' responses to general and specific corporate and regulatory questions to meet requirements, including on Modern Slavery



Provide Modern Slavery training to key stakeholders, delivered by Unseen, to strengthen awareness, support compliance with legal obligations, and reinforce the Firm's commitment to ethical business practices



The Prince's Responsible Business Network

Champion inclusive employment through key community partnerships and through our membership with Business in the Community



Approval

This statement has been approved by the Strategic Board of Burges Salmon LLP on 15 October 2025.

Roger Bull
Managing Partner

INVESTORS IN PEOPLE®
We invest in people Platinum



Bristol

One Glass Wharf
Bristol BS2 0ZX

T +44 (0) 117 939 2000
F +44 (0) 117 902 4400

Edinburgh

Atria One, 144 Morrison Street
Edinburgh EH3 8EX

T +44 (0) 131 314 2112
F +44 (0) 131 777 2604

London

6 New Street Square
London EC4A 3BF

T +44 (0) 20 7685 1200
F +44 (0) 20 7980 4966

www.borges-salmon.com/about-us/responsible-business

Borges Salmon LLP is a limited liability partnership registered in England and Wales (LLP number OC307212), and is authorised and regulated by the Solicitors Regulation Authority. It is also regulated by the Law Society of Scotland. Its registered office is at One Glass Wharf, Bristol BS2 0ZX. A list of the members may be inspected at its registered office. Further information about Borges Salmon entities, including details of their regulators, is set out on the Borges Salmon website at www.borges-salmon.com.

© Borges Salmon LLP 2025. All rights reserved. Extracts may be reproduced with our prior consent, provided that the source is acknowledged.