

Responsible Business

Modern Slavery Statement 2026



Modern Slavery Statement 2026

Modern slavery and human trafficking are serious human rights abuses and have no place in our business or in our supply chains. We are committed to acting ethically, conducting business with integrity and respecting internationally recognised human rights, including the right to be free from slavery, servitude, forced labour and human trafficking.

This statement applies to Burges Salmon LLP (registration number OC307212) and the following entities:

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).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Burges Salmon LLP, its subsidiaries and affiliated entities during the financial year ending 30 April 2026 to prevent modern slavery and human trafficking in our business and supply chains.

Our business and supply chains

Burges Salmon is an independent UK law firm providing legal and professional services to clients across the UK and internationally. We employ more than 1300 people across our offices in Bristol, Edinburgh and London, with a presence in Dublin, Cardiff and Aberdeen.

As a professional services firm, we consider the risk of modern slavery occurring within our direct operations to be low. However, we recognise that the risk is greater in parts of our supply chain, particularly where services involve lower-paid, lower-skilled, temporary, migrant or outsourced labour.

During the reporting period, we worked with 975 active business services suppliers across categories including **facilities management, cleaning, catering, hospitality, security, recruitment, technology, office equipment, business travel, professional services, document management, waste management, utilities and office supplies.**

We recognise that modern slavery risk may vary by geography, sector, labour model and the nature of the goods or services provided. For Burges Salmon, the areas of potentially higher risk are likely to include **outsourced facilities services, cleaning, catering, hospitality, security, recruitment and goods or services involving complex or extended supply chains.** We will continue to develop our mapping of supplier risk by category and geography as part of our wider responsible procurement work.



Governance and accountability

Oversight of modern slavery sits within our responsible business and risk governance framework. Senior accountability for reporting on our modern slavery approach is held by the Head of Responsible Business, with operational responsibility for identifying and managing risks held by the Responsible Business, Procurement, Risk and Best Practice, People and Facilities teams.

The Strategic Board has overall responsibility for the Firm's approach to responsible business and approves this statement annually. The Responsible Business and Procurement teams support the implementation of the Firm's approach to modern slavery, including supplier due diligence, training and policy review.

During the next reporting period, we will consider integrating modern slavery considerations into the newly established Supplier Strategy Group to bring together people from key teams including Responsible Business, Procurement, Risk and Best Practice, People, Facilities and relevant supplier-facing roles. This will support a more joined-up approach to risk identification, supplier engagement, training, reporting and continuous improvement.

Burges Salmon, Bristol



Policies and procedures

Our approach to modern slavery is supported by a range of policies and procedures, including our:

Human Rights Policy;

Responsible Procurement Policy;

Supplier Code of Conduct;

Whistleblowing Policy;

Grievance Procedure;

Recruitment and pre-employment screening processes;

Anti-Bribery and Corruption Policy; and

Health and Safety Policy.

Our Human Rights Policy applies to our people, including contractors and temporary workers. We expect suppliers to respect and uphold our standards through our purchase terms and conditions, contracting principles, supplier due diligence and Supplier Code of Conduct.

We will continue to review relevant policies regularly to ensure they remain current, effective and aligned with legal requirements and best practice. Our Human Rights Policy was reviewed by **Unseen, a UK charity** working to end modern slavery and human trafficking, in 2025. The policy has since been updated to reflect that feedback.



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 & supplier engagement

We assess modern slavery risk through supplier onboarding, procurement, due diligence and contract management processes. Our approach considers factors including supplier category, spend, labour type, country risk, sector risk, use of subcontractors, and any known allegations or concerns.

We expect suppliers to:

comply with all applicable laws relating to modern slavery and human trafficking;

maintain appropriate policies and procedures to prevent exploitation;

conduct due diligence within their own operations and supply chains;

notify us of any actual or suspected modern slavery concerns connected to our work; and

work with us in good faith to address risks or improve practices where required.

During the reporting period, we continued to use supplier assurance processes to review modern slavery risk in our supply chain. We have also been developing additional modern slavery questions for use within our supplier due diligence platform, including questions on supplier risk categorisation, modern slavery incidents, supply chain due diligence and actions taken where concerns are identified.

Where a supplier is identified as higher risk, we may request further information, supporting evidence or follow-up engagement. This may include reviewing policies, training records, due diligence processes, risk assessments, relevant certifications or other evidence of how the supplier manages modern slavery risk.

Where concerns are identified, they will be assessed by the relevant teams, including Procurement, Responsible Business and Risk, and escalated where appropriate depending on their severity. We will seek to engage constructively with the supplier to understand the issue, agree corrective actions and monitor progress. Where a supplier is unwilling or unable to address concerns or meet our standards, we may take further action, including escalation to senior leadership, suspension of work or termination of the relationship.

Reporting, escalation and remediation

Our people are encouraged to raise concerns about modern slavery, exploitation or unethical conduct through their manager, relevant internal teams, our Whistleblowing Policy, our Grievance Procedure or other appropriate reporting channels.

Any concern relating to modern slavery would be escalated to the appropriate senior stakeholders, which may include the Responsible Business, Risk and Best Practice, People, Procurement and Legal teams, depending on the nature of the issue. Where appropriate, matters may also be escalated to senior leadership, the Strategic Board or relevant external authorities.

We recognise the importance of responding to modern slavery concerns in a way that prioritises the safety and wellbeing of affected individuals. Where an issue is identified, our approach would be to assess the situation carefully, seek appropriate expert advice, engage with the supplier or relevant parties, and consider appropriate remediation steps. We would not seek to take action that could increase harm to potential victims.

During the reporting period, we received no reports relating to modern slavery through our reporting channels. While no cases were identified, we recognise that this does not mean there is no risk, and we continue to focus on awareness, due diligence and effective reporting routes.

We recognise the importance of responding to modern slavery concerns in a way that prioritises the safety and wellbeing of affected individuals.



Training and awareness

We provide modern slavery e-learning for our new starters to help them understand what modern slavery is, how to recognise potential indicators and how to report concerns. Completion of this training is expected as part of the Firm's induction programme and is monitored through our learning management system.

During the reporting period, 84% of our new joiners completed modern slavery training during their induction period. Following a reduction in completion rates in the previous reporting period, we reviewed our monitoring process and introduced improved reporting and reminder arrangements.

We also provide more targeted training for colleagues in roles with greater exposure to modern slavery risk, including Procurement, Front of House, Responsible Business, Risk and Best Practice, and Emerging Talent. Specialist training delivered by Unseen was arranged for key roles in July 2026. Attendees were identified by the Head of Responsible Business and Responsible Business Specialist based on the frequency with which their roles bring them into contact with supply chains, young people, external visitors and contractors.

Eleven colleagues were invited to attend and ten participated (91%). Invitations were issued by email explaining the purpose of the training, why attendance was being requested and the relevance of modern slavery risks to their role.

We will continue to review our training content periodically to ensure it remains up to date, practical and relevant to the risks faced by the Firm and our suppliers. We will also consider how modern slavery awareness information can be shared with relevant suppliers, particularly those in higher-risk categories.

During the reporting period, 84% of our new joiners completed modern slavery training during their induction period.



Working with experts

We continue to work with anti-slavery charity Unseen, which provides expertise on modern slavery, victim support, business engagement, training and awareness raising. During the reporting period, Unseen reviewed our previous Modern Slavery Statement and provided recommendations to strengthen our approach.

Their feedback has informed this refreshed statement, including clearer disclosure on governance, supplier risk, reporting and escalation, training, supplier due diligence and future commitments.

Measuring effectiveness

We monitor the effectiveness of our approach through:

- completion rates for modern slavery training;
- attendance and participation in targeted training for higher-risk roles;
- completion and outcomes of supplier due diligence and assurance activities;
- supplier engagement outcomes and implementation of agreed corrective actions;
- whistleblowing and concern reporting data;
- findings from policy reviews and governance oversight activities;
- progress against annual commitments and improvement actions; and
- external benchmarks, assessments and specialist feedback.

Key indicators for the reporting period include:

KPI	FY2025/26
Modern slavery new joiner e-learning completion rate	84%
Suppliers paid within 60 days	95%
Suppliers reviewed through modern slavery due diligence	64
Higher-risk suppliers subject to additional review	14
Modern slavery concerns reported	None
Targeted training sessions delivered	One session with 10 attendees from our Responsible Business, Risk, Procurement, Emerging Talent, and Front of House teams.

Looking ahead

We recognise that addressing modern slavery requires ongoing vigilance and continuous improvement. As our business and supply chains evolve, we will continue to review our policies, training, supplier due diligence, and governance arrangements to help ensure they remain effective, proportionate, and aligned with emerging best practice.

In 2026/27, we will continue to strengthen our approach by:



improving supplier risk mapping by category and geography;



embedding enhanced modern slavery questions within supplier due diligence;



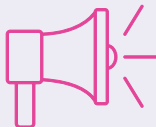
reviewing our Human Rights Policy with external specialist input;



reviewing and documenting our modern slavery escalation and remediation process;



continuing induction training and targeted training for higher-risk roles;



considering supplier-facing awareness materials for higher-risk suppliers;



reviewing whether a modern slavery working group or equivalent forum would support stronger governance; and



continuing to work with relevant experts to inform best practice.

This statement was approved by the Strategic Board of Burges Salmon LLP on 19 August 2026 and signed by:

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