

Alstern Solicitors

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern Slavery Act 2015, Section 54

Statement of Alstern Solicitors Ltd

1. Introduction

- 1.1 This statement is made voluntarily and sets out the steps that Alstern Solicitors Ltd('the Firm') has taken and continues to take to prevent modern slavery or human trafficking taking place within our business or supply chain.
- 1.2 Modern slavery is an indefensible and morally reprehensible crime that deprives others of their liberty and dignity. It is a violation of the most fundamental of human rights – the right to self-determination. The term modern slavery encompasses all forms of slavery including, but not limited to, forced marriage, servitude, human trafficking, forced and bonded labour, illegal child labour, forced service in armed forces, forced drug trafficking, trafficking for the sex industry and trafficking and imprisonment in relation to organ removal. The Firm has zero tolerance to any form of modern slavery. It is committed to acting with integrity and transparency in all of its business activities including putting in place effective systems and controls to safeguard the Firm against any form of modern slavery taking place within its business or its supply chain.
- 1.3 The Firm expects that its contractors, suppliers and other business partners will exercise the same high standards that it does and will include within any contracts or agreements for the supply of goods or services specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.
- 1.4 This statement applies to all <partners/directors> and all other persons working for or associated with the Firm including employees, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners (referred to as 'personnel'). This

statement does not form part of any person's contract of employment or contracts for services and may be amended at any time.

2 Business Organisation and Employees

- 2.1 The Firm is a Company registered in England and Wales with registered number (no. 14380188) and is authorised and regulated by the Solicitors Regulation Authority with SRA number (no. 8002006) in the provision of legal services.
- 2.2 The Firm is strategically located in Canary Wharf, London, operating from a single office. We specialize in offering a diverse range of legal services, including immigration, conveyancing, corporate, and commercial services. Our clients consists of both individual and business clients from the UK and overseas. Our team is dedicated to maintaining a high standard of service, ensuring that each client's unique needs are met with expertise and diligence. For further insights into our operations and the array of legal services we offer, please refer to our official website.
- 2.3 The Firm does not use migrant labour and apart from unpaid interns, all personnel are paid at or above the Living Wage Foundation rate. The standard terms and conditions of employment for all of personnel allows them to terminate their employment/contract with the Firm at any time. The Firm regards itself as being a fair and inclusive employer and take steps at all times to ensure that personnel have a good work/home life balance.
- 2.4 The Firm operates an equality, diversity and inclusion policy, has an anti-slavery policy in its Office Procedures Manual and is alert to the issues relating to health and wellbeing raised by the SRA, Law Society, LawCare and others. The Firm also operates a {provide details of other relevant policies such as whistleblowing, corporate social responsibility or employee codes of conduct}.

3 Our supply chains

- 3.1 The Firm currently does not have an active supply chain. However, we are fully committed to preventing modern slavery and human trafficking in any future supply chains or business dealings. We understand the importance of maintaining ethical business practices and the potential risks related to modern slavery.
- 3.2 **Due Diligence and Assessment:** The Firm does not have an active supply chain, it recognizes the significance of ensuring ethical business practices. Should we engage in any supplier relationships in the future, assessments and due diligence exercises will be executed with a focus on preventing modern slavery risks.

- 3.3 **Future Commitments:** If The Firm engages with supply chains in the future, we will ensure that they operate in an honest, fair, and transparent manner. Measures will be put in place, such as supplier assessment questionnaires, provisions in supplier contracts, and a dedicated supplier code. We will also implement robust selection and onboarding procedures to vet suppliers based on their reputation, compliance with health, safety, and environmental standards, among other criteria.
- 3.4 **Allegations and Reporting:** While we do not have an active supply chain, The Firm remains vigilant. If any information regarding modern slavery or human trafficking linked to any future suppliers or business partners comes to light, we will immediately take appropriate action and notify the relevant authorities.
- 3.5 **Supplier List and Due Diligence:** The Firm may consider creating an approved suppliers list in the future. Any potential supplier will undergo a stringent due diligence process, including ensuring that they have no convictions related to modern slavery. Specific protocols will be in place to guide personnel in procuring goods or services, ensuring the utmost ethical standards.
- 3.6 The Firm's paramount goal for any supplier relationship is to diminish the risk of modern slavery and human trafficking within its potential supply chains. We prioritize ethical conduct and standards, and our procurement strategy will always reflect this commitment.

4 Risk Analysis

- 4.1 As a professional services firm that is strictly regulated the Solicitors Regulation Authority and on the basis of the due diligence and an analysis of its business and supply chains, the Firm regards itself currently as being at a low risk of involvement in, or support for, modern slavery and human trafficking in relation to its business and supply chains.
- 4.2 The Firm undertakes regular risk analysis within its business and supply chain so as to ensure that it continues to be low risk.

5 Training and Awareness

- 5.1 The Firm will ensure that all personnel are trained in the importance of the avoidance of modern slavery and human trafficking and of the need to ensure that it is eradicated from the Firms business and supply chain.

- 5.2 To acknowledge that the existence of this Statement has been brought to their attention all Staff will be provided with a copy of it.
- 5.3 The Firm regards the matters dealt with in this Statement as being very important. Failure strictly to abide with its terms will be deemed to be a serious matter and may, as a consequence, result in disciplinary action up to and including the termination of employment/contract with the Firm.

This Statement was prepared by the firm’s Management, Compliance Team, and will be reviewed each financial year as part of the review of the Firm’s approach to the avoidance of modern slavery and human trafficking and its effectiveness will be evaluated at that time. Any events which have occurred which cast doubt upon any aspect of the Statement will be considered and evaluated. All personnel will have each year’s Statement brought to their attention and will be advised as to the impact of any changes that are made to it.

All personnel are encouraged to put forward ideas and suggestions for developing and improving the operation of the Firm’s efforts in relation to the eradication of modern slavery and human trafficking.

Date: 01/09/2023

Revision History

Date of Review	Reviewer	Changes Made
01/09/2023	Lani Nguyen	First Published

Lani Nguyen
 Director/Founder
 Alstern Solicitors Ltd