



Wiggin LLP

**Modern Slavery Act 2015: Modern
Slavery and Human Trafficking
Statement**

for the year ending 31 March 2024

8 January 2025



At Wiggin we strive to live our values and be **visionary, authentic, unified, responsible** and **excellent** in everything we do.

Applying each of our values, we are committed to legal compliance and ethical business practices in all of our operations, and as part of that we continually seek to improve our practices to combat slavery and human trafficking in all its forms.

Our structure

Wiggin LLP has several group companies, including a branch office in Brussels, and other England and Wales registered entities. Wiggin LLP has its head office in England and Wales.

Our supply chain

As providers of legal services, although our business and its supply chain has a limited risk of association with modern slavery and human trafficking, we have implemented and maintain an anti-slavery and human trafficking policy and provide regular mandatory training to all staff raising awareness of modern slavery and human trafficking.

Our aim is to foster long-term relationships with our critical business suppliers, and we are committed to carrying out appropriate due diligence on any current or future suppliers and to strengthening our policies and systems to ensure compliance.

Our policy on anti-slavery and human trafficking

Our anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

We have a zero-tolerance policy to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we continue to improve our supply chain compliance programme.

We have a dedicated compliance team, which includes a representative from senior management of the firm and the COLP. The compliance and business management teams are responsible for ensuring that the system of onboarding suppliers includes all necessary safeguards and due diligence processes.

Within the last financial year, we partnered with a leading third-party risk management provider to develop and implement an industry best practice third party risk management platform. Implementation of the platform is underway through our compliance and business management teams.

This platform provides us with a centralised third party register along with appropriate supplier assessments that will allow us to ensure our third parties and supplier contracts contain all necessary provisions with regard to slavery and human trafficking in accordance with our values and applicable law.

A dedicated procurement manager has been engaged to administer the platform and oversee all third-party due diligence. This demonstrates our commitment to ensuring we comply with our legal requirements regarding anti-slavery and human trafficking.

A decorative graphic in the bottom right corner consisting of a series of red dots arranged in a curved, wave-like pattern that extends from the bottom edge towards the right margin.



Training

We provide regular mandatory training to all our staff regarding modern slavery and human trafficking.

Accountability

We require all members, partners, employees, officers, and directors of the firm, to comply with our anti-slavery and human trafficking policy including undertaking training.

Further steps

We will:

- Complete the implementation of the new third-party risk management platform.
- Seek to continuously improve and revise our policies and procedures to align with the features of the new third-party risk management platform.
- Ensure our revised policies and process are communicated throughout the firm.
- Induct new joiners to the firm on our procurement and third-party onboarding policies.
- Engage and provide further training for key stakeholders on use of the new platform.
- Continue to review our approach to modern slavery to evaluate its effectiveness.
- Continue to improve our supplier screening process and risk-based assessment of suppliers utilising the new third-party risk management platform.
- Develop a supplier code of conduct that represents our values and gains commitment to compliance with the Modern Slavery Act 2015 and applicable law.
- Invest in training and development for those responsible for preventing modern slavery such as the Procurement Manager.
- Expand and embed knowledge of the issues and risks around modern slavery and human trafficking to all appropriate staff across the network of offices.
- Incorporate an assessment of modern slavery and human trafficking risk in our annual operational risk review process.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2024. It was approved by the Partnership Board on 8 January 2025.

A handwritten signature in blue ink, appearing to read "Adrian Jones".

Adrian Jones
Partner and Compliance Officer for Legal Practice
Wiggin LLP
8 January 2025

