

Modern Slavery Statement for financial year 2017/2018

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Firm has taken and is continuing to take to ensure that modern slavery of human trafficking is not taking place within our business or supply chain.

Winckworth Sherwood Policy statement

Modern slavery is a crime resulting in abhorrent abuse of the human rights of vulnerable workers. It can take various forms such as slavery, servitude or compulsory labour and human trafficking. The Firm has a zero tolerance approach to any form of modern slavery. It is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within its business or its supply chain.

Our business

Winckworth Sherwood LLP is a provider of legal services based in the United Kingdom employing over 330 partners and staff.

Responsibility for the policy

The Partners of the firm have overall responsibility for ensuring that this policy complies with the Firm's legal and ethical obligations. It is subject to review annually at the Partners meeting at which the annual accounts are tabled for approval.

The Managing Partner has day to day responsibility for ensuring the implementation of the policy, monitoring its effectiveness and auditing the policies and procedures to ensure that they are effective in preventing the risk of modern slavery.

Heads of department are responsible for ensuring that personnel in their departments understand and comply with the policy.

The Policy

Identifying potential victims of modern slavery can be a challenge. It can manifest in many different ways and the spectrum of abuse is not always clear. However, if individuals working for the Firm believe or suspect that there is a breach or a conflict with this policy, either by the Firm, a contractor or supplier, they should report their concerns to their supervising partner or manager or the Managing Partner as soon as possible.

If unsure whether a particular act, treatment of workers or working conditions might constitute any of the forms of modern slavery, the governments Modern Slavery Helpline 0800 0121 700 should be contacted for guidance.

The Firm operates a number of internal policies to ensure that business is conducted in an ethical and transparent manner. These include:

1. Recruitment policy. This includes conducting eligibility to work in the UK, checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. This is to ensure that all employees know that they can raise concerns about how colleagues are being treated, or practices of concern within our business or supply chain, without fear of reprisals.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and supplier to act.

Winckworth Sherwood expects the same high standards from all its suppliers, contractors, and other business partners, and as part of its contracting process, it expects that its suppliers will in turn hold their own suppliers to the same standards. The Firm accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited and this applies to all individuals working for the Firm including agency workers, volunteers, agents, contractors, consultants and business partners.

The Firm operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all new suppliers before allowing them to become a preferred supplier. This due diligence includes searching information in the public domain to ensure that particular organisation has not been convicted of offences relating to modern slavery and will terminate the contract at any time should any instances of modern slavery come to light

Training

Training is available for staff involved in procurement/buying, so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

A copy of the policy is published on the firms Intranet site, which is available to all staff.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our supply chain if:

- no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Signed by DR FINN Position: **Managing Partner**

Dated: 12th April 2018