

# MODERN SLAVERY - SLAVERY AND HUMAN TRAFFICKING STATEMENT

30 OCTOBER 2024

## 1. Introduction

- 1.1 As required by the Modern Slavery Act 2015 (the "Act"), this statement describes the steps which Slaughter and May Services Company ("SMSC") has taken during the last financial year (1 May 2023 to 30 April 2024) to ensure that modern slavery and human trafficking is not taking place in any of its supply chains, or in any part of its own business. In this statement references to "modern slavery and human trafficking" are as defined in sections 1, 2 and 3 of the Act.
- 1.2 We are committed to maintaining the highest standards in every aspect of our business. This includes our supply chain, where we consider the risk of modern slavery or human trafficking to be greatest. We work collaboratively with our suppliers to encourage them to take appropriate steps to prevent modern slavery and human trafficking.

## 2. Business, organisational structure and supply chains

- 2.1 SMSC is wholly owned by the partners of Slaughter and May. Slaughter and May is a leading international law firm, providing a full and extensive range of legal services and has a separate [statement](#).
- 2.2 SMSC engages the firm's staff and arranges the secondment of individuals to/from the firm. As of 25 April 2024, SMSC employed 1,422 legal and business services staff.
- 2.3 The company's "turnover" is generated from associated administrative activities in relation to the payment of staff remuneration. In connection with these activities it has a small number of contracts with companies that provide benefits to those working for Slaughter and May.

## 3. Policies

- 3.1 SMSC adheres to the policies described in the [Slaughter and May Modern Slavery Statement](#).
- 3.2 In addition, a number of policies are in place that are designed to provide a fair, safe, supportive and dignified working environment for those engaged by SMSC. In particular, the firm expects all staff to treat others with respect and promotes equality and inclusion. These policies are reviewed on an annual basis by the firm's Responsible Business and/or Human Resources departments.
- 3.3 All staff are paid at market rates (and always in excess of the London Living Wage) and enhanced sick pay is offered to eligible employees. Where practical, steps are taken to allow staff to work on a basis that meets their personal needs as regards the number of hours of work in a week or the time of work. This includes (for eligible staff) the option of working from home on a regular basis.

## 4. Risk assessment and due diligence processes

- 4.1 Slaughter and May is a regulated legal service provider operating within a strict ethical and regulatory framework. As SMSC is wholly owned by the partners of Slaughter and May, we consider the risk of modern slavery or human trafficking occurring within SMSC's business to be low.

- 4.2 Slaughter and May has a dedicated Human Resources department which deals with employment and welfare issues faced by staff engaged by SMSC. Members of HR work closely with heads of departments and groups within the firm to ensure staff issues are identified quickly and addressed in an appropriate way.
- 4.3 All temporary and permanent staff engaged by SMSC are subject to thorough background checks prior to joining, including right to work checks. Where we use recruitment agencies to engage contract staff, we require that they conduct an equivalent standard of background checks.
- 4.4 In arranging in-bound staff secondments to Slaughter and May, SMSC relies upon its knowledge of the seconding firm and its business (including that it is regulated and/or committed to high ethical standards).
- 4.5 Where SMSC engages suppliers to provide benefits to those working for Slaughter and May, they are subject to the due diligence processes described in the [Slaughter and May Modern Slavery Statement](#).

## 5. Effectiveness and performance indicators

- 5.1 No instances of modern slavery or human trafficking were identified within SMSC's business or supply chain during the last financial year.

This statement was approved by the board of directors of SMSC on 21 October 2024

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