

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

Macfarlanes LLP is a City law firm, which is authorised and regulated by the SRA. The firm has a broad range of UK and international clients worldwide. We take account of the impact of our business on the societies and jurisdictions in which our clients operate, including via our Corporate Social Responsibility strategy and a holistic commitment to advising ethically and with integrity.

We operate out of offices based in the City of London (EC4) with a small presence in Brussels. The firm's key assets are its personnel meaning that we have a relatively lean and specialist supply chain, focused on the supply of high level services which support the firm's operations.

The firm's suppliers are principally UK based and support the firm's IT, Finance, Risk, HR, Business and Know How systems and its real estate and office infrastructure. Our relationships with those suppliers are sourced and managed by the heads of the relevant business services teams. We keep those relationships under close review and continually evaluate any risks related to modern slavery and human trafficking that may arise in relation to them.

The firm has a Slavery and Human Trafficking Policy which reflects our zero tolerance approach to modern slavery and human trafficking in our organisation and supply chain and mandates a risk based assessment of all supplier arrangements for slavery and human trafficking risk. It requires reporting to the COLP and/ or the Managing Partner of any indication that slavery and human trafficking is taking place in the firm's business or its supply chain.

Training on slavery and human trafficking risks has been rolled out to all our personnel. We comply with relevant UK employment legislation and a commitment to the health and wellbeing of all our personnel is a core component of our HR procedures. We also operate a Whistleblowing Policy.

Signed by:



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Luke Powell, Managing Partner

Date: 23 September 2022