

MACFARLANES LLP

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 evaluate any risks related to modern slavery and human trafficking that may arise in relation to them. Our Risk & Compliance Lawyers regularly review supplier contracts to ensure that, where appropriate, they contain an effective anti-modern slavery and human trafficking clause, and where not already included we insist that the supplier agree our standard clause.

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 Director of Risk 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.

The firm also has a Whistleblowing Policy, the basis of which aims to ensure the highest ethical standards are observed in the business activities of the firm, its partners and its staff and which encourages freedom of speech and the good faith reporting of any negligence, compliance breaches or illegal acts or omissions which have been observed. It also offers protection for employees who disclose any concerns.

E-learning training on the Modern Slavery Act is mandatory training rolled out to all new joiners for which they are required to attain an 80% pass mark. The course outlines the legal requirements under the Modern Slavery Act, provides a background on the scope of the issue and explains how personnel can identify signs of slavery in the supply chain by providing examples of red flags.

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.

Signed by:


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Luke Powell, Managing Partner

Date: 9 October 2023