

modern slavery and human trafficking statement

Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We have a zero tolerance approach to any form of modern slavery. We are 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 the business or our supply chain.

Although we are proud of the steps we have taken to date to combat slavery and human trafficking, we will continue our commitment to improving our practices and procedures to combat slavery and human trafficking.

This statement sets out Ward Hadaway's actions to date and ongoing commitments to understand all potential modern slavery risks related to its business and to put in place steps, practices and procedures that are aimed at ensuring that there is no slavery or human trafficking in our own business, and its supply chain.

Ward Hadaway acknowledges its responsibility under the Modern Slavery Act 2015 ("the Act") and will ensure transparency is achieved within the organisation so the objectives of the Act are achieved on a consistent basis.

Our organisation

Ward Hadaway is a Top 100 Law Firm, providing legal services in the UK from our offices in Newcastle, Leeds and Manchester. Our annual turnover is in excess of £36m. We have an extensive client base of private and public sector organisations and private individuals, and our clients operate across multiple sectors and territories both within the UK and internationally.

Our policy on slavery and human trafficking

Ward Hadaway is committed to acquiring goods and services for its use without causing harm to others. Ward Hadaway will make reasonable endeavours to ensure all employees and agents within our supply chains are not subject to any form of forced, compulsory/ bonded labour or human trafficking and that they are paid in line with the national minimum wage.

All members of staff have a personal responsibility for the successful prevention of slavery and human trafficking with the HR and Risk and Compliance teams taking responsibility lead for overall compliance.. This statement and associated documentation will be reviewed annually.

The following Ward Hadaway Policies and Procedures support the Firm's compliance with the Act:

- Recruitment Policy
- Equality, Diversity and Anti-Discrimination Policy
- Whistleblowing Procedure

Our supply chains

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

Our supply chain is not complex, and consists largely of the purchase of services and goods to support the delivery of our services (such as IT and software, maintenance and facilities, and equipment and materials). The vast majority of our suppliers are UK businesses.

In general, potential areas of risk include:

- Recruitment
- Security Services
- Food & Catering Services
- Construction / Building Services
- Cleaning
- Stationery and Office Equipment
- Uniforms

When procuring goods, works and services, Ward Hadaway will ensure that suppliers are required to prove a high level of corporate social responsibility by asking all suppliers to provide information on their compliance with the Modern Slavery Act during the selection process.

Our plans for the future

Ward Hadaway expresses its commitment to better understand its supply chains and working towards greater transparency and responsibility towards people working on them.

Adequate resources will be made available to ensure slavery and human trafficking is not taking place within our Firm or within our supply chains to the best of our knowledge.

We will also raise awareness with our employees by distributing flyers, putting up posters and circulating emails on the subject to staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

We will more closely monitor our supply chains, in particular those that have been identified as a potential risk and take appropriate action if necessary.

We shall include a modern slavery and human trafficking statutory compliance element when undertaking internal audits.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Firm's slavery and human trafficking statement for the current financial year.



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