

# Modern Slavery Act Statement

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 (MSA) and has been approved by the our Management Executive Group and signed by our Managing Partner on behalf of the firm. This Statement will be reviewed annually.

## Our firm

Harbottle & Lewis is a leading UK-based law firm.

## Our values

We are aware of the economic, social and environmental impact of our activities as a firm and our resulting moral responsibility to society. We are committed to making a positive contribution in all of these areas, and encourage all of our people to play an active part in being a socially responsible firm.

We actively seek to promote ethical values and behaviour within our business and our Modern Slavery Act Statement reflects these principles with a commitment to conduct all our business relationships with ethical principles.

## Modern Slavery Policy and Supplier Code of Conduct

Harbottle & Lewis opposes all forms of slavery and human trafficking, and is committed to taking steps to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We expect our supply chain (whether direct suppliers or those that directly or indirectly supply our direct suppliers) to share the same values.

We have reviewed our business and our supply chain and to the best of our knowledge there is no modern slavery, human trafficking or forced labour in our supply chains.

## Procurement

We ask that all our suppliers adhere to our Modern Slavery Supplier Code of Conduct as laid out in this statement. The majority of our supplier relationships are with those who provide office services such as cleaning and catering.

We have taken the following steps to assess and make sure that our main suppliers all have modern slavery policies and adhere to the Act:

- We request all suppliers to implement the principles in the Modern Slavery Act 2015 (MSA) and comply with the principles as set out in our Modern Slavery Statement. We have reviewed all current suppliers to ensure they do so. We also request that all suppliers impose these principles on their respective suppliers.

- When entering into arrangements with suppliers, they undergo a supplier approval process in which we assess their ethical values and behaviour - part of this assessment is to ensure that, to the best of their knowledge, their respective suppliers have adequate policies in place in respect to enforced labour.
- As part of our procurement process we also request the following information from suppliers, namely a:
  - diversity policy and details of associated training;
  - statement agreeing that all staff working in London will be paid at minimum the London Living Wage;
  - corporate social responsibility policy/strategy/statement; and
  - if relevant, a copy of their Modern Slavery Act statement and information on the measures taken by them to ensure modern slavery is not occurring in their business.

Approved by the Members of the Management Executive Board

Signed by Glen Atchison, Managing Partner

Reviewed: 14 October 2021