

Modern Slavery Act 2015

Modern Slavery and Human Trafficking Statement

This statement is made by Fieldfisher LLP ("the firm" or "we") under section 54(1) of the Modern Slavery Act 2015 ("the Act") and was approved and signed by the Managing Partner on behalf of the Members on 14 November 2018. This constitutes our Modern Slavery and Human Trafficking Statement for the financial year ended 30 April 2018.

Structure

Fieldfisher LLP is a limited liability partnership registered in England and Wales with registered number OC318472. Fieldfisher is an international legal practice comprising Fieldfisher LLP and its affiliates, operating in the jurisdictions as detailed on our website [here](#).

We are committed to legal compliance and ethical business practices in all of our UK operations, including a constant process of monitoring our practices to combat slavery and human trafficking and improving or procedures where necessary. We choose suppliers and contractors who we believe share that commitment.

Since the Act came into force we have operated a partner level Committee to monitor compliance

Our policy on slavery and human trafficking

During the last Financial Year we have continued our commitment to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy (available [here](#)) and our supplier selection processes reflect our commitment to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Parts of our business and supply chains where there is a risk and steps we have taken

As a professional services business employing professional people we have not identified a material slavery and human trafficking risk in our own business.

During the last year we have again reviewed our suppliers. We contract primarily with blue chip companies where the risk of slavery and human trafficking taking place within those businesses continues to be low. Our risk assessment concluded that although the risk was low overall, our outsourced facilities management in the UK continues to be an area where we require further and ongoing reassurance. This area covers:

- a) building security;
- b) office cleaning;
- c) concierge services;
- d) reception and switchboard.

We continue to ensure that all our providers in these fields continue to pay the London Living Wage or the National Minimum wage as appropriate. As set out below we will be seeking formal written

confirmation of their compliance with this and other applicable laws and regulations regarding modern slavery and human trafficking.

Accountability

We require the firm's partners and staff, including temporary workers and consultants to the firm and others who are subject to the direction of the firm, to comply with our Anti-Slavery and Human Trafficking Policy. We also place a strong emphasis across the organisation on publicising and encouraging compliance to our stated values which are Respect, Integrity, Responsibility and Teamwork; for example all staff (including those from outsourced providers who have staff based in our buildings) and partners are being required to attend "Values Workshops" in September/October to reinforce the importance of these Values.

As with all alleged violations of policy, we are committed to investigating issues and taking the appropriate action up to and including termination of employment and termination of agreements for suppliers and contractors. No such issues have arisen during the year.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have provided training to staff and those in management roles who have direct contact and responsibility for procurement within the firm, both in the firm and in our primary outsourced provider.

Further steps

During the current financial year we intend to take the following further steps to combat slavery and human trafficking:

- Conduct an annual risk assessment of our supply chains to identify where there may be a higher risk of slavery and human trafficking
- Where appropriate, seek written confirmation from suppliers identified as being higher risk by our risk assessment procedures, concerning their compliance with applicable laws and regulations regarding modern slavery and human trafficking.
- Provide training on the requirements of the Modern Slavery Act, where to spot risks of slavery and human trafficking and who such risks should be reported to. This training is conducted biennially.
- Establish a Procurement Protocol to formalise due diligence procedures that monitor our suppliers' compliance with the Modern Slavery Act and ensure they can be audited.

Signed:



Michael Chissick

Designated Member