
Statement on Slavery and Human Trafficking

The Modern Slavery Act 2015 requires any large commercial organisation operating in the UK to produce and publish an annual slavery and human trafficking statement.

Our organisation

We are an independent law firm governed by strong [core values](#) and a keen sense of social responsibility.

This page sets out our ongoing commitment as a responsible business to combat modern slavery and human trafficking.

Our policies

We have a zero tolerance approach to modern slavery and human trafficking and we are committed to ensuring that it has no presence in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

Our internal policies and employment procedures are reviewed regularly to ensure compliance with the Modern Slavery Act 2015. Particular policies relevant to the combating of modern slavery and human trafficking include our Procurement Policy, which establishes our supplier selection methodology, Whistleblowing Policy, designed to encourage and protect any member of staff who wishes to raise any concerns related to the activities of the firm.

Due diligence processes

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made and work only with reputable recruitment businesses. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account – no one earns less than the London Living Wage.

Whilst we outsource few services, each outsourced service supplier is carefully considered as are other suppliers when awarding or renewing business, in accordance with our Procurement Policy. We ensure that all on-site contractors, who provide staff to work on our premises, apply the London Living Wage to those staff.

We review our suppliers on a regular basis and have committed to work with organisations who share our values. We monitor and review the controls undertaken by our suppliers and now require, from our key suppliers, an annual statement of their commitment to our Supplier Code of Conduct.

We are conscious that imported products or services sourced from outside the UK or EU are potentially more at risk of slavery or human trafficking issues. If products have to be sourced from such locations, we will look to those suppliers who can demonstrate a commitment to human rights and fair working conditions.

We will not work with any supplier organisation that has been found to have been knowingly involved in either human trafficking or modern slavery.

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 will provide training to relevant staff as part of their induction and provide refresher training as appropriate.

Our supply chains

Our supply chains include categories within traditionally high risk sectors, in particular labour, transportation and merchandise production. Our procurement policy covers the process required to identify and select suppliers providing goods and services on behalf of Mishcon. Adherence to the policy will ensure all incumbent and potential suppliers are treated fairly and professionally and that the principles of ethical and sustainable procurement are upheld at all times.

Our effectiveness in combating slavery and human trafficking

Our Management Board shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains.

We will continue to monitor and review our policies relating to slavery and human trafficking. If we become aware of any breaches, we will investigate and take such steps as are necessary to ensure that the risk of further breaches occurring is minimised.

Statement on Slavery and Human Trafficking

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we have committed to increased scrutiny of high risk suppliers that may include site visits, reviewing high risk secondary supply chains, labour reviews and selected supply chain risk analysis monitoring to combat slavery and human trafficking.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 9 April 2017. It will be reviewed annually by our Risk and Compliance Department.

Kevin Gold
Managing Partner
Mishcon de Reya LLP