



# 1st Slavery & Human Trafficking Statement

Slavery, forced labour and human trafficking have no place in a modern society. Being alert to the risks is a responsibility that DWF takes seriously and this statement constitutes DWF's compliance pursuant to section 54(1) of the Modern Slavery Act 2015.

## Organisational Structure

DWF LLP is a limited liability partnership registered in England and Wales (registered number OC328794). The DWF group comprises a number of subsidiaries (where DWF LLP is the parent company) and a number of separately constituted and regulated legal entities providing legal services in different jurisdictions.

## Anti-Slavery Policy

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to being a responsible business which operates ethically and with integrity across all aspects of our operations, including our supplier relationships. As a signatory to the UN Global Compact, we support the ten principles of the Global Compact in relation to human rights, labour, environment and anti-corruption and we also have an established Whistleblowing Policy which is published on our Intranet.

## Supplier Due Diligence

- All DWF suppliers are expected to implement a zero tolerance approach to slavery, forced labour and human trafficking and comply with all local and national laws and regulations. Our procedures are designed to identify and assess areas of potential risk;
- Our procurement process includes details of every new supplier's compliance assessed through DWF's Supplier/Contractor Request for Proposal (RFP) document;
- The RFP stipulates that DWF reserve a right of audit with any supplier;
- Existing suppliers are required to sign a statement of compliance, undertaking that they have reviewed their business operations and their supply chains for evidence of any instances of slavery, forced labour or human trafficking;
- A risk assessment model for suppliers exists to take account of various factors with weighted scoring applied which could result in a range of investigative and remediation steps being undertaken.

## Training

We are currently reviewing our procurement process, supplier diversity and performance measures. This will ensure training and guidance is provided for those with procurement responsibilities to assess the human rights and labour performance of suppliers and will support to any colleagues who are required to work in countries where slavery and human trafficking is deemed to be a significant risk.

## Effectiveness

We will review our effectiveness in ensuring that slavery, forced labour or human trafficking are not taking place by:



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- Seeking a compliance statement from all current suppliers
- Ensuring all new suppliers respond to the anti-slavery provision in our RFP;
- Raising awareness of this Statement and our Anti-Slavery Policy across DWF
- Introducing new colleagues joining DWF to the Statement and Policy as part of their Induction
- Maintaining a register of all concerns raised and the actions taken pertaining to slavery, forced labour or human trafficking either within our own business or within our supply chains.

**Signed**

A handwritten signature in black ink, appearing to read 'AL', enclosed in a light grey rectangular box.

Andrew Leatherland  
CEO DWF Group Plc