

# Travers Smith Modern Slavery Act Statement



Our aim is to provide the very highest quality of service whilst ensuring that our business is conducted in an ethical way. We will not tolerate any abuse of human rights within our business or supply chains.

December 2021

As lawyers, we recognise our responsibility in promoting the rule of law. We achieve this by reviewing and updating our own working practices and helping our clients comply and succeed in an increasingly regulated and transparent commercial environment. Through our advice we seek to support clients in operating in a compliant and ethical manner.

## BACKGROUND

Travers Smith LLP is one of the UK's leading independent law firms. We provide English law advice to a range of UK and international clients. Our main office is located in London and we have a branch office in Paris.

The firm operates as a limited liability partnership and is owned by our partners. Our Partnership Board makes management decisions on behalf of the firm.

This statement is published on behalf of **Travers Smith LLP** in line with the Modern Slavery Act 2015 ("**MSA**"), and references to "we", "us", "our" or the "firm" are to that entity.

## OUR SUPPLY CHAIN

As a professional services organisation that is office based, we consider the risk of modern slavery, servitude, or human trafficking existing within our business or supply chains to be relatively low. The goods and services we purchase to allow the delivery of our legal services are limited and primarily relate to professional services, property, facilities management and maintenance, catering and information technology.

We continue to evaluate direct suppliers both before they enter our supply chain and on an ongoing basis. As part of our supplier on-boarding process we review the supplier's procurement values against a number of key metrics including: (i) whether their products are locally produced, (ii) the level of welfare standards, (iii) their environmental impact and (iv) innovations adopted to support sustainability and societal improvement.

We recently introduced a bespoke procurement checklist which sets out steps to be followed when staff are procuring goods or services on behalf of the firm.

We expect our suppliers to operate fair and ethical workplaces as set out in our 'Supplier Code of Conduct', which we look to incorporate into our contracts with suppliers.

## PRACTICES AND PROCEDURES

As part of our wider commitment to promoting ethical business practices, we have in place a variety of policies and procedures that together address our approach to these issues:

- Anti-Bribery and Corruption Policy
- Whistle-blowing Policy
- New Client and New Matter Procedures
- Working Hours and Wages Policy
- Bullying and Harassment Policy
- Grievance Policy
- Domestic Abuse Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Environmental Policy

Our Supplier Code of Conduct clearly outlines the standards we expect of our suppliers when conducting business including with respect to social and ethical responsibilities, compliance with applicable laws and steps to identify material human rights issues, including modern slavery concerns.

We also include targeted supply chain-related questions in our supplier onboarding procedures, which are intended to screen for potential issues relating to forced labour, slavery, human trafficking and/or human rights.

We are an accredited member of the London Living Wage Foundation and all contracts relating to staff, either employed directly or subcontracted by our suppliers, contain a clause ensuring they receive, as a minimum, the London Living Wage.

The firm recognises there are certain benefits to increased agile working and has combined those positively in maintaining a culture of learning by osmosis and empowering people to better manage the pressures of life, both inside and outside work.

More generally, the firm is fully committed to promoting CSR. For more information on our CSR programme, please visit the [Corporate Social Responsibility page](#) on our website.

## IMPLEMENTATION

Together, our Sustainability and Health & Safety Officer, Senior Management Team, Environment Board and Committee take responsibility for implementing and monitoring progress of our MSA objectives.

Our MSA statement has and will continue to be posted on both the Business and Human Rights Resource Centre and Transparency in Supply Chains MSA registries. We have also registered our nominated contact on the Home Office's Modern Slavery Contact Database.

### MONITORING AND REPORTING

If we become aware of an instance of modern slavery or human trafficking occurring in any of our supply chains, we will work to resolve the issue through legitimate and proportionate procedures. Any significant problems identified in relation to modern slavery should be immediately reported to our Sustainability and Health & Safety Officer, whose contact details can be found at the end of this statement.

In addition, our Whistleblowing Policy is communicated to all staff on our intranet and encourages staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.

More general issues in relation to the running of this policy should be reported to the Environment Committee as soon as possible.

### TRAINING

Targeted slavery and human trafficking training sessions will continue to be provided where necessary in order to educate on the importance of implementing and enforcing effective systems to prevent slavery and human trafficking from taking place in our supply chains. To enhance our training programme, additional content is being developed for all to reference on the firm's Hub.

In addition to training our own staff, we support a number of clients and industry bodies more generally on the challenges posed by slavery, human trafficking and human rights abuse and compliance with the MSA. Our [legal briefing update](#) can be found on our website.

## BOARD APPROVALS

Travers Smith LLP Partnership Board approved this statement on 8th December 2021



Managing Partner

Travers Smith LLP

*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 financial year ended 30 June 2021.*

**Next Review: November 2022**

## FOR FURTHER INFORMATION, PLEASE CONTACT



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