



Anti-slavery and human trafficking Policy and statement

Womble Bond Dickinson (UK) LLP and Womble Bond Dickinson Wealth Limited (together referred to as “we”, “us” or “our”) are committed to acting ethically and with integrity in all our business relationships and take a zero tolerance approach to slavery and human trafficking.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which deprive a person’s liberty and exploit them for personal or commercial gain.

We comply with the Modern Slavery Act 2015 (MSA) and expect our suppliers, and their supply chains, to take all reasonable and practical steps to comply with the MSA. We also expect our suppliers, and their supply chains, to engage in good employment practices and to comply with all relevant legislation and regulations in the countries in which they operate.

We support the principles of the UN Global Compact and we map our anti-slavery and human trafficking objectives against the UN Sustainable Development Goals (SDGs). We have identified the following UN SDGs as having the most impact in this area and focus our efforts on these:

- Goal 1: No Poverty –paying a living wage, screening for forced labour, assessing supply chain risk
- Goal 4: Quality Education –eradicating child labour, offering skills-based training, providing access to educational opportunities and promoting higher education
- Goal 10: Reduced Inequalities –paying a living wage, employing non-discrimination practices in the workplace and creating an inclusive work environment.

Our business structure

Womble Bond Dickinson (UK) LLP is a leading UK law firm providing a comprehensive legal service across a wide range of business sectors from our offices in the UK.

Womble Bond Dickinson Wealth Limited is a wholly owned subsidiary of Womble Bond Dickinson (UK) LLP, providing regulated financial advice and services from our offices in the UK.

Womble Bond Dickinson (UK) LLP is a member of Womble Bond Dickinson (International) Limited, an international network of firms. Each member operates as a separate legal entity. This policy and statement relates solely to Womble Bond Dickinson (UK) LLP, its structure and supply chain as Womble Bond Dickinson (UK) LLP procures products and services both on its own behalf and on behalf of Womble Bond Dickinson Wealth Limited.

We do not have intricate supply chains. Our suppliers are primarily UK based providers of goods, services or works to support day to day management of our offices and operations (**Operational Procurement**) and providers of services on behalf of clients, for example expert witnesses or counsel (**Legal Services Providers**).

Policies and procedures

We use these policies and procedures to help monitor and reduce the risk of modern slavery occurring within our business or our supply chains:

- our Ethical Framework;
- this Anti-slavery Policy and Statement;
- Sustainable Procurement Policy and Supplier Standards;
- responsible business policies and procedures; and
- Reporting Breaches and Whistleblowing Policy and Procedure.

Steps for the prevention of modern slavery

Operational Procurement

In our efforts to monitor and reduce the risk of modern slavery occurring within our business and its supply chains, we have carried out:

- a firm risk assessment to determine the level of risk of modern slavery posed to our business; and
- a supplier risk assessment to identify if any parts of our business or our suppliers are at risk of modern slavery so that efforts can be focused on those areas.

For those Operational Procurement suppliers with an annual spend of over £25,000 we have mapped the suppliers according to location, size, reputation and industry.

This mapping shows that:

- all our major suppliers are located within the UK, US or other low risk countries;
- all our major suppliers based in the UK which meet the financial threshold have published MSA transparency statements;
- all our major suppliers based in the US have published Supplier Codes of Conduct which cover working conditions within their supply chains; and
- the vast majority of suppliers are within low risk industries.

In light of these assessments we have concluded that the risk of modern slavery occurring within our business and its supply chains is low.

Legal Services Providers

We have procedures in place governing how we procure services for clients. We expect high standards of integrity and professionalism from our service providers, and expect them to comply with all applicable statutory requirements, and share our commitment to ethical considerations.

Employment practices

We adopt robust recruitment processes. All our employees have the necessary documentation to legally work in the UK, are paid at least the real Living Wage, and have reached school leaving age.

Further actions

Our Sustainable Procurement Policy is designed to ensure that we engage a supply base who also align to our ethical standards.

Our major suppliers are required to meet our supplier standards; this includes confirmation that they will address the issue of modern slavery within their business and supply chains in accordance with the MSA and engage in good employment practices. Where our operational suppliers are not legally required to produce and publish a MSA transparency statement, we ask them to tell us if they do so voluntarily, and to share their statement with us. We have also asked our major suppliers to provide additional information about the steps they have taken to eliminate modern slavery in their supply chains, where we considered the sector in which that supplier operated could be regarded as having a slightly higher risk of potential for modern slavery in their supply chain.

We have set ourselves the following key performance indicators for the next 12 months:

- a firm risk assessment to determine the level of risk of modern slavery posed to our business; and
- ensure that 100% of all inductions completed by new employees include information on modern slavery, including spotting the signs and reporting concerns;
- ensure that senior employees responsible for procurement risk management undertake further training in modern slavery in the procurement context;
- ensure that our proposed new Supplier Code of Conduct, including requirements in relation to the prevention of modern slavery and human trafficking, is in place with at least 95% of our key operational procurement suppliers.

We will assess any instances of non-compliance with our minimum supplier standards on a case-by-case basis and will tailor remedial action appropriately. This remedial action may result in us deciding not to establish a relationship with a new supplier or the termination of our relationship with an existing supplier.

Training, responsibility for and compliance with this policy

Support teams involved in procurement have been trained to enable them to identify the risks of modern slavery and to report concerns. Training has also been

provided to legal teams who might come across modern slavery in client supply chains.

We use our induction programme for new staff and annual refresher information for existing staff to raise and maintain awareness of the risks of modern slavery in our business and supply chains and the importance of reporting any concerns.

The Board of Womble Bond Dickinson (UK) LLP has overall responsibility for ensuring that this policy complies with our legal and ethical obligations. Our General Counsel has day to day responsibility

for implementing and monitoring the effectiveness of this policy and will review it annually.

We encourage all staff working for and with us (including employees, consultants, contractors and agency workers) to report any concerns about modern slavery in any part of our business or in our supply chains in accordance with our Reporting Breaches and Whistleblowing Policy and Procedure.

This policy does not form part of any employee's contract of employment so may be amended from time to time.

Statement

This policy sets out the steps which we have taken and are continuing to take to ensure that slavery and human trafficking is not taking place in any part of our UK business or supply chains. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Womble Bond Dickinson (UK) LLP (and its wholly owned subsidiary, Womble Bond Dickinson Wealth Limited) for the financial year ending 30 April 2022.

This policy and statement was approved by the Board of Womble Bond Dickinson (UK) LLP on behalf of its members on 12 October 2022. A copy of this statement was signed by Paul Stewart, Managing Partner, on behalf of the Board and published on our website at www.womblebonddickinson.com/modern-slavery

This policy and statement was signed by:



Paul Stewart Managing Partner