

Modern Slavery & Human Trafficking statement

Introduction

This statement sets out London Legal's actions to understand all potential modern slavery risks related to its business and to put in place steps to ensure that there is no slavery or human trafficking in either its own business or within its suppliers.

The company recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

Countries of operation and supply

London Legal currently operates in the United Kingdom only.

High-risk activities

Due to the nature of our business and our supply chain, we do not consider there to be high risk areas in either.

Responsibility

London Legal takes its responsibility for the anti-slavery initiatives seriously. These responsibilities and initiatives include:

Internally, we carry out thorough identity checks to ensure correct verification of individuals such as, valid right to work, employment contracts to meet the legal criteria, healthy & safety checks, correct on-boarding procedures and others which may be required.

London Legal will ensure employees are aware of and have access to various policies, including the employee handbook and code of conduct, which are reviewed on a regular basis.

All new employees will receive and be required to acknowledge our policies and information in relation to Modern Slavery & Human Trafficking as part of their on-boarding process with us. London Legal will communicate with all employees to raise awareness about modern slavery and human trafficking, but also to emphasise the company's zero-tolerance approach towards anyone found to be in breach of this policy.

Externally, London Legal will ensure there is a robust code of conduct, which requires acknowledgement before commencement of a contract. We will manage the due diligence in relation to known or suspected instances of slavery and carrying out annual audits of our suppliers.

Relevant policies

London Legal engages with external HR professionals, who support us in our responsibility of creating, implementing and reviewing necessary employment policies to ensure all employees are treated fairly and consistently in line with all employment legislations. Ultimately, it is our responsibility these policies are enforced and that our employees are aware London Legal operates a zero-tolerance policy, prohibiting human trafficking in any way.

We have a whistleblowing policy, which encourages all workers to report any concerns to us which are related to the business practices of London Legal. The purpose of this is to ensure all employees are able to make disclosures without fear of retaliation.

We also operate an Employee code of conduct, which makes clear to employees the actions and behaviour expected of them when representing the company.

Recruitment / Agency workers

London Legal uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency before accepting workers from that agency.

Due diligence

London Legal undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

Board approval

This statement was approved by London Legal's board of directors.