

Modern slavery and human trafficking statement

Introduction

Modern slavery encompasses slavery, servitude, human trafficking, forced labour and child exploitation. Ward Hadaway LLP recognises that modern slavery is a global issue and has a zero tolerance approach to modern slavery. Ward Hadaway LLP is committed to acting to put effective systems and controls in place so as to safeguard our business against any form of modern slavery taking place within our supply chain.

We continue to review and improve our practices and procedures to combat slavery and human trafficking.

This statement sets out Ward Hadaway LLP's actions to date and ongoing commitments to understand all potential modern slavery risks related to our business and to put in place suitable steps, practices and procedures with the aim of ensuring that there is no slavery or human trafficking in our business or our supply chains.

Ward Hadaway LLP acknowledges its responsibility under the Modern Slavery Act 2015 ("the Act") and will ensure transparency is achieved within the organisation so the objectives of the Act are achieved on a consistent basis.

Our organisation

Ward Hadaway LLP is a Top 100 Law Firm, providing a full range of legal services in the UK from our offices in Leeds, Manchester, and Newcastle.

Our annual turnover is in excess of £42m. We have an extensive client base of private and public sector organisations and private individuals, and our clients operate across multiple sectors and territories both within the UK and internationally.

We understand our responsibility to prevent and mitigate the risks of human trafficking, forced and child labour and to respect human rights in our supply chain.

Our policy on slavery and human trafficking

Ward Hadaway LLP is committed to acquiring goods and services for its use without causing harm to others.

Ward Hadaway LLP will make reasonable endeavours to ensure all workers, employees and agents within our supply chains are not subject to any form of forced, compulsory or bonded labour or human trafficking and that they are paid in line with the applicable national minimum wage by conducting assessments on new suppliers and periodic assessments of current suppliers.

All members of staff have a personal responsibility for the successful prevention of slavery and human trafficking. This statement and associated documentation will be reviewed annually.

It is important to us to work with suppliers who share our values particularly on the issue of human rights and modern slavery.

The following Ward Hadaway LLP Policies and Procedures (which are reviewed on a rolling basis) support the Firm's compliance with the Act:

- Procurement Policy
- Recruitment Policy
- Equality, Diversity and Anti-Discrimination Policy
- Whistleblowing Procedure

Our supply chains

The vast majority of our suppliers are UK businesses although some are multi-nationals.

Our supply chain is not complex; it consists largely of the purchase of services and goods to support the delivery of our services such as IT equipment, software, facilities maintenance, general office equipment and consumables.

We continue to assess and monitor our supply chain as it develops for evidence of modern slavery.

We consider that the key areas of risk in our supply chain include:

- recruitment
- security services
- food & catering services
- construction / building services
- cleaning
- stationery and office equipment

Actions taken in the year to 30 April 2022

Over the last year we have worked to improve our assessment of our supply chains, enhancing our comprehensive assessment of our suppliers prior to contracting with them so we can better assess the risk the supplier may pose with regards modern slavery.

We have introduced a Responsible Business Strategy which incorporates legal compliance, ethical and social responsibility into our business practices overseen by a Responsible Business Board.

In the year ended 30 April 2022 we actively participated in an Eco Vadis assessment which is an independent assessment of our approach to labour and human rights and includes our response to modern slavery. In the year ended 30 April 2022 we achieved silver status upon assessment. We seek to improve on this over the course of the current financial year.



Our assessment of our supply chain, identified no evidence of modern slavery within our supply chain in the year ending 30 April 2022.

We have introduced a new on-line tool to support us in the assessment of new suppliers at the point of onboarding those suppliers and the assessment of existing suppliers annually. We expect suppliers to prove a high level of corporate social responsibility including asking all suppliers to provide information on their compliance with legislative requirements including with the Modern Slavery Act during our supplier onboarding process. Our assessment of suppliers if adverse may lead to either their exclusion from our supply chain or a requirement for improvement.

The content of this statement and our policy is made known to all members of staff of Ward Hadaway LLP by its publication on our intranet and also by circulation of a copy to all staff.

Clients are made aware of our policy by reference in our engagement arrangements and via publication of this statement on our website.

Suppliers are made aware of our policy via our procurement process and questionnaires and publication on our website.

We are raising awareness of risks of modern slavery through our ongoing training and information programme for staff.

Effectiveness

We have not identified any organisation in our supply chains which indicate any likelihood that there is modern slavery or human trafficking in any organisation involved.

Publication

This Modern Slavery Statement will be published with the Government's Modern Slavery Statement Registry, as well as via our website. The statement is also uploaded to various platforms operated by or on behalf of our clients who are in turn are assessing our own compliance.

The future

Ward Hadaway LLP is committed to improving the understanding of the risks posed by its supply chains and taking steps to mitigate them. The firm will broaden awareness of methods of modern slavery and human rights abuses by providing training and information to staff enabling them to understand areas of risk and encourage reporting of any issues.

This statement is made pursuant to section 54(1) of the Act and constitutes our Modern Slavery and Human Trafficking Statement for the financial year ending 30 April 2022. It was approved by the Management Board of Ward Hadaway LLP on 29th September 2022, and is signed by Martin Hulls the Managing Partner.



Martin Hulls
Managing Partner

