

Modern Day Slavery

We are committed to combatting slavery and human trafficking across our organisation and supply chains and to ensuring that we do business in an ethical manner.

We believe that this commitment will benefit our clients and stakeholders affected by our activities. We recognise, however, that it is but one link in a supply chain to the end user that is long and, potentially global. Therefore, it is essential that our suppliers also understand and appreciate the standards of business conduct that are expected of any company that does business with us.

Organisation's structure

We are a leading law firm primarily based in the Midlands, incorporating 8 offices, with approximately 113 members and 730 employees (and consultants). Shakespeare Martineau is a limited liability partnership registered in England and Wales. In 2017/18 our turnover equated to £75 million.

Our business

Shakespeare Martineau's business can be broken down into four practice groups; Corporate and Commercial, Litigation and Dispute Resolution, Private Capital and Real Estate with a particular sector focus upon Advanced Manufacturing, Banking & Financial Services, Education, Energy, Healthcare and Investment Funds. We also trade as Corclaim, providing large scale litigation services to businesses, and as Lime, through which we offer a number of litigation services to individuals.

Shakespeare Martineau's supply chains

Shakespeare Martineau's supply chains include agency, distribution, procurement of goods & services, outsourcing and subcontracting.

Shakespeare Martineau's policy on slavery and human trafficking

Shakespeare Martineau is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business.

Shakespeare Martineau's Anti-Slavery & Human Trafficking Policy reflects Shakespeare Martineau's commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

Due diligence processes for slavery and human trafficking

As part of Shakespeare Martineau's initiative to identify and mitigate risk it ensures that new suppliers of business operations solutions and products must complete Shakespeare Martineau's Supplier Questionnaire prior to engagement in order to evaluate the risks of modern slavery and human trafficking.

Shakespeare Martineau is also taking steps to put in place systems to:

- Mitigate the risk of slavery and human trafficking occurring in its supply chains.
- Monitor potential risk areas in its supply chains.
- Protect whistle blowers.
- Supplier adherence to our values and ethics

Shakespeare Martineau is adopting a zero tolerance to slavery and human trafficking. To ensure all those in its business operations supply chain and contractors comply with its values and ethics, Shakespeare Martineau has representatives from the following departments who monitor adherence to its high standards of ethical trading:

- Risk & compliance
- Operations
- Human resources including recruitment
- Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in Shakespeare Martineau's supply chains and its businesses, training has been and is provided to staff. For example, this forms part of the induction process for all new staff to ensure they are aware of Shakespeare Martineau's stance on preventing slavery and human trafficking within its businesses and supply chains.

Shakespeare Martineau's effectiveness in combating slavery and human trafficking

Shakespeare Martineau aims to work with reputable suppliers and preventing slavery and human trafficking is an important part of our supplier engagement process; and our of recruitment system.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Shakespeare Martineau's slavery and human trafficking statement for the financial year ending 2016.



Keith Spedding (Designated Member)

Shakespeare Martineau LLP

1 March 2019