

## **Anti-slavery and human trafficking statement**

### **1: Opening statement from senior management**

Paul Hastings LLP is an international legal practice operating in the UK through Paul Hastings (Europe) LLP.

This statement is made on behalf of the London office of Paul Hastings (Europe) LLP (the Firm) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

The Firm is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and expects the same high standards of its suppliers.

### **2: Structure of the organisation**

Paul Hastings LLP serves clients' global needs from 21 offices around the world including The Americas, Europe and Asia and is one of the world's most innovative global law firms. To find out more about the nature of our business, please click <http://www.paulhastings.com/home>

Paul Hastings (Europe) LLP is a limited liability partnership in England and Wales with offices in London, Brussels, Frankfurt, Paris and Milan with registered number OC306535.

The members of the Firm are solicitors, registered European lawyers or registered foreign lawyers authorised to practice in England & Wales.

### **3: Policy**

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and supply chain. Our commitment reflects our values of being a responsible business which operates ethically and with integrity.

Through our Supplier Code of Conduct we make sure our suppliers are aware of our policies, and adhere to the same high standards and we have an established Whistleblowing Policy which underpins our commitment.

### **4. Supply chains**

Our supply chains include suppliers of office and IT equipment, office cleaning and facilities services, recruitment agencies, and professional services from barristers and other advisers.

We do not tolerate slavery and human trafficking within our supply chains.

### **5: Due diligence**

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted a Supplier Code of Conduct, containing standards and values which suppliers are expected to disseminate throughout their own supplier network.

## 6: Risk and compliance

The Firm evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by managers reviewing and evaluating their respective suppliers.

We do not consider that we operate in high risk sectors or locations although we are conscious that in limited parts of our supply chain e.g. cleaning services, suppliers in such areas may rely on low paid and low skilled workers.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistleblowers

## 7: Effectiveness

We will in 2016/17 review our effectiveness in ensuring that slavery, forced labour or human trafficking are not taking place by:

- seeking a compliance statement from all current suppliers; especially those where we have identified a potential risk we have mitigated that risk by reminding them of our values and ethical standards and reiterating the expectations we have of them when working with us
- ensuring all new suppliers commit to preventing acts of modern slavery and human trafficking from occurring within their businesses
- introducing new colleagues to this anti-slavery and human trafficking statement as part of their induction

## 8: Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains.

Training and guidance will be provided for those with procurement responsibilities to assess the human rights and labour performance of suppliers.

## 9. Confirmation

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Firm's modern slavery and human trafficking statement for the financial year ending 31 January 2017.

Signature:



Chairman, London office Paul Hastings (Europe) LLP

Date: 23 November 2016