

Anti-slavery and human trafficking statement

1. Firm commitment

This statement is made by Payne Hicks Beach LLP trading as Payne Hicks Beach ("the firm") pursuant to section 54(1) of the Modern Slavery Act 2015.

It constitutes the firm's slavery and human trafficking statement for the financial year ending 31 May 2024.

Payne Hicks Beach is wholly committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers.

2. Structure of the organisation

Payne Hicks Beach is a firm of solicitors based in the UK. The firm currently employs approximately 211 people and does not have any business operations outside the UK.

To find out more about the firm and the legal services that it provides, please see our website (<https://www.phb.co.uk/>).

In order to operate our business and provide legal services to our clients, we work with a range of suppliers, including recruitment agencies, expert witnesses and office utility companies.

3. Policy

As part of our commitment to combating modern slavery, we have implemented a Modern Slavery policy. We also operate a Whistleblowing policy.

We make sure that our suppliers are aware of our Modern Slavery policy, to the extent appropriate, and adhere to the same high standards.

The firm has developed such policies in recognition of the seriousness of modern slavery and human trafficking. The policies are reviewed at least annually in order to make any necessary amendments.

4. 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 implemented appropriate due diligence procedures. These include an audit of the firm's existing suppliers and a system for seeking prior approval of new suppliers.

Our procedures are designed to:

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

5. Risk and compliance

Payne Hicks Beach regularly reviews its supply chain in order to evaluate the nature and extent of its exposure to the risk of modern slavery occurring.

Overall, we do not believe that the firm presents a high risk of modern slavery or human trafficking, because of our size and location and the nature of the firm's business.

However, where we identify a potential risk, we will seek to mitigate it by carrying out appropriate due diligence and improving our procurement practices to the extent reasonably possible.

We endeavour to ensure that our suppliers take appropriate measures to monitor and reduce the risk of slavery and human trafficking. We enforce a strict code of compliance and will not tolerate any form of slavery and human trafficking within our supply chain. For example, if we were to find evidence of a material failure to comply with our requirements, we would immediately seek to terminate our relationship with the relevant supplier.

6. Training

We invest in educating our partners and staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programme, partners and staff are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy.

They are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. We have delivered training to the majority of our partners and staff.

7. Further actions and sign-off

Following our review of our actions in the most recent financial year to prevent slavery and human trafficking from occurring in our business and supply chains, we intend to take further steps. These include delivering further training and reviewing our policies, controls and procedures relating to our suppliers.

The firm is a limited liability partnership, whose members have approved this statement.

Robert Brodrick

Chair of the Management Board

12 November 2024

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