Anti-slavery and human trafficking statement

1. Firm commitment

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

1.2 It constitutes the firm's anti-slavery and human trafficking statement for the financial year ending 31 May 2026.

1.3 The firm is wholly committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain. It imposes the same high standards on its suppliers.

2. Structure of the organisation

2.1 Payne Hicks Beach is a firm of solicitors based in the UK. It currently comprises 236 partners and staff. It does not manage any business operations outside the UK.

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

2.3 In order to operate our business effectively 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

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

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

3.3 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 identify any necessary amendments.

4. Due diligence

4.1 As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chain, we have implemented appropriate due diligence procedures. These include an audit of the firm's existing suppliers and a process for seeking prior approval of new suppliers.

4.2 Our procedures are designed to:

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

5. Risk and compliance

5.1 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.

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

5.3 However, where we do 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.

5.4 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

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

6.2 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 chain. We have delivered training to the majority of our partners and staff and we remind them of the importance of these issues on appropriate occasions. All new starters are required to complete this training as part of their formal induction programme.

7. Further actions and sign-off

7.1 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 chain, we intend to take additional steps. These include delivering further training. In conjunction with our Finance team, we are exploring opportunities to strengthen and automate our supplier approval process, to ensure that appropriate due diligence and oversight are applied consistently when onboarding new suppliers.

7.2 The firm is a limited liability partnership, whose members approved this statement on 13 October 2026.

Lucas Moore, Chair of the Management Board

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The firm is a licensed Alternative Business Structure
It is regulated by the Solicitors Regulation Authority
SRA number: 807106
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