

Modern Slavery Act Transparency Policy Statement

Policy Owner	Risk Committee
Approving Body	Risk Committee
Date of Approval	16 th March 2022 reviewed by Michael Fletcher 18 April 2024
Version Number	2
Related Policies and procedures and guidelines	Anti-Money Laundering, Whistleblowing, Anti Bribery Policy, Criminal Finance Act Policy.
Reviewed by	NRJ March 2022 / MSF 18 April 2024

September 2021

This statement is made on behalf of Glaisyers Solicitors LLP pursuant to section 54(1) of the UK's Modern Slavery Act 2015 (MSA).

Glaisyers Solicitors LLP is a legal practice carried on by Glaisyers Solicitors LLP and is part of ETL global.

Our commitment

- We are committed to ensuring that there is no slavery, servitude, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation as contemplated by the MSA in any part of our business or in our supply chain.
- We are committed to an open and honest working culture and welcome the transparency encouraged by the MSA.
- This statement sets out for the public, and for our clients, suppliers and employees, the steps that Glaisyers Solicitors LLP is taking in this regard across its business.

Our policies and procedures

- We are committed to acting ethically in all our business relationships and the standards of integrity, ethical supply and social and environmental responsibility which we expect of our suppliers.

- Our HR processes and pre-employment screening make sure that all our personnel have the appropriate rights to work and are engaged in accordance with local employment legislation.
- Our employees are protected by our Whistleblowing Policy which provides a framework for all employees to be confident in the knowledge that, if they consider it appropriate to raise a concern about another employee's behavior or practices, which they reasonably believe to be illegal, dangerous or unethical, they can report this without fear of retribution, victimisation or detriment.

Risk assessment and management

- The risk committee is responsible for making sure the business undertakes an annual assessment of the risks of Modern Slavery in our business and supply chain and actions are agreed to mitigate any risks identified.
- We operate in a low risk environment place due to the regulated work we undertake and the compliance we operate under, which is operated by the Solicitors Regulation Authority.

Supply chain due diligence

We do not tolerate slavery and human trafficking in our supply chains. We will monitor our supply chain for such trafficking and if we become aware of such conduct will report.

Staff Awareness

Staff are made aware of the issue surrounding Modern Slavery and its implications.

Reporting and key performance indicators

Where instances or any potential risks of Modern Slavery are identified:

- Within our supply chain, this information would be escalated to the management team
- From within our employee / personnel pool, this information would be escalated to our HR Manager.

To date, no instances of Modern Slavery have been identified within our business or supply chain.

Approved: March 2022

Reviewed 18 April 2024