

MODERN SLAVERY STATEMENT – 2021/2022

This statement is made on behalf of Burness Paull LLP (“**Burness Paull**”) pursuant to Section 54(1) of the Modern Slavery Act 2015 (the “**Act**”). It has been approved by the Operations Board on 8th December 2021 and is signed by our Managing Partner, Tamar Tammes.

The purpose of this statement is to set out the steps that we as a firm have taken to ensure that slavery and human trafficking are not occurring in our business or in our supply chain. In accordance with our culture of continuous improvement and development, we also set out the steps that we plan to take in the forthcoming financial year to improve upon and enhance our policies and procedures in this area. We genuinely care about who we work with and want to understand our suppliers’ values and the work that they are doing to ensure sustainability of their own business and in the community in which they work, including in relation to modern slavery.

OUR APPROACH

Burness Paull is a limited liability partnership registered in Scotland (SO300380) with 77 partners and 483 employees. It provides corporate legal services globally and is regulated by the Law Society of Scotland. Adhering to the highest ethical and professional standards is one of our guiding principles. We are committed to preventing slavery or human trafficking in any aspect of our business or supply chain. We have undertaken an assessment of the risks of slavery or human trafficking and reviewed our existing business policies and procedures to ensure that the preventive measures are appropriate and proportionate to the level of risk.

OUR SUPPLY CHAIN

The United Kingdom has developed a culture of ethical business practice and strong labour regulation. Our suppliers are mainly based within the UK. As a law firm, we have a relatively simple supply chain, the purpose of which is to support our legal practice and internal office, including our technology functions. We have assessed the overall risk for Burness Paull contracting with organisations that engage in slavery or human trafficking as being relatively low.

Our supply chain can broadly be broken into the following key categories:

- **Business Services:** including catering, cleaning, travel services and outsourced document production and business process services.
- **Professional Services:** including services provided by auditors, advisors (for example in relation to tax and insurance), consultants and other specialists.
- **Real Estate:** including leases for our offices, services provided by security providers and contractors engaged in relation to fit-out works etc. and the purchase of office furniture and equipment.
- **Human Resources:** including services in relation to recruitment and payroll.
- **Technology:** including services provided in relation to our technology, software and equipment.

OUR WORK TO DATE

Within the last 12 months we have:

- Reviewed our modern slavery risk mapping across our supply chain, ensuring that any suppliers or supply chains which are risk-assessed as being potentially higher risk for Modern Slavery are identified.
- Published our Supplier Code of Business on our website. This is a statement of the values and principles which are important to us and with which we expect our suppliers to comply. It covers matters including anti-bribery and corruption, human trafficking, slavery, and ethical behaviour. We expect all new suppliers and suppliers with whom we are renewing a contract to sign this. Importantly, our Supplier Code of Business provides us with the right to audit our suppliers.
- Ensured all our procurement strategies and contract terms and conditions include reference to modern slavery and human trafficking, where applicable.
- Continued to embed our values of being a responsible business which operates ethically and with integrity through ongoing training and communications.

OUR FUTURE IMPROVEMENTS

In the next 12 months, in order to further reduce the risk of modern slavery and human trafficking in our supply chain, we are committed to:

- Ensuring that we continue to get new and ongoing suppliers to sign up to our Supplier Code of Business. We will seek to audit our suppliers where we consider there is considerable risk or we have concerns of non-compliance.
- Carrying out additional due diligence on suppliers that we have identified as being potentially higher risk for Modern Slavery.
- Imposing contractual terms on relevant and appropriate suppliers asking them to warrant that they and their suppliers are in full compliance with our Anti-Slavery Policy.
- Rolling out further training on modern slavery and human trafficking to staff as part of our induction training. Training on modern slavery will be mandatory for those involved in human resources and procurement.

Approved, and signed by



Tamar Tammes

Managing Partner