



Slavery and Human Trafficking Statement

This statement is made on behalf of Baker & McKenzie LLP and its wholly owned subsidiary Baker & McKenzie Services Limited pursuant to s.54 of the Modern Slavery Act 2015 for the financial year ending 30 June 2020. References in this statement to "we", "us", "our", "the Firm" or "Baker McKenzie" are references to both Baker & McKenzie LLP and Baker & McKenzie Services Limited.

This statement sets out the steps that we have undertaken, and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Introduction

As a law firm we act ethically and with integrity in all business dealings and relationships. Modern slavery takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain (collectively referred to as "modern slavery" in this statement).

As a professional services firm we consider the overall risk of modern slavery existing within our business to be low. Notwithstanding this we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

As part of a wider initiative Baker McKenzie is a signatory of the United Nations Global Compact (www.unglobalcompact.org). The UN Global Compact is the world's largest corporate sustainability initiative aiming to mobilize a global movement of sustainable companies and stakeholders. Among its principles, the UN Global Compact seeks to eliminate all forms of forced and compulsory labour, effectively abolish child labour and encourage business to support and respect the protection of internationally proclaimed human rights ensuring that businesses such as ours are not complicit in human rights abuses.

As Baker McKenzie's annual Communication on Progress to the UN Global Compact shows, Baker McKenzie contributes, supports and engages with a large number of initiatives and organisations which operate to eradicate human trafficking and modern slavery.

In FY19, for example, we partnered with the B-Team (a global non-profit initiative co-founded by Sir Richard Branson and Jochen Zeitz) to produce and launch "Eradicating Modern Slavery: A Guide for CEOs." The guide seeks to help the private sector understand its responsibility and power in making a real impact on this issue and bringing freedom to those who need it most. We also continue to assist the Mekong Club, a leading anti-slavery organisation that fights human trafficking and forced labour risks, to create resources for companies who discover forced labour or poor working conditions in their supply chain, focusing on Vietnam, Thailand, Myanmar, China, Malaysia and Hong Kong.

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In FY20, we hosted [roundtables](#) with the Thomson Reuters Foundation, considering the threat to labour - and human - rights posed by the pandemic, and sharing best practice. Kevin Coon, Partner at Baker McKenzie, led the conversation, noting that: *“There has been a fundamental shift away from voluntary international initiatives to a growing global regulatory legal framework requiring companies to take steps to address human rights issues in their enterprise as well as supply chain”*. We are also the co-patrons of the UNGC [Action Platform for Peace, Justice and Strong Institutions](#), aiming to develop and promote global business standards in understanding, implementing and reporting on businesses' engagement in global governance and underpinning anti-corruption, transparency and ethical operations.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Modern Slavery Policy
- Code of Business Conduct
- Whistleblowing Policy
- Ethics Hotline

Our suppliers

The Firm engages suppliers for the provision of a range of goods and services and has long term relationships with many suppliers.

It is important to the Firm that we engage only suppliers who comply with all applicable laws, including but not limited to those related to human rights, labour rights (including forced labour), child labour and applicable employment, environmental, anti-corruption, fair competition and intellectual property laws.

We also make sure our suppliers are aware of our Code of Business Conduct and expect them to adhere to the same high standards where applicable. A copy of our Code of Business Conduct can be found [here](#).

Suppliers engaged to provide services in particular risk areas, such as catering, security, facilities and building management services to support the running of the London office, are required to pay their employees a salary which is at least equivalent to the London Living Wage.

Over the past 12 months, we have reviewed the Firm's major suppliers, and identified those suppliers in particular risk areas based on products and services, and those with potentially vulnerable workers to ensure that appropriate Modern Slavery provisions are included within their contracts.

Our procurement team are continuing to augment their due diligence activities in respect of new suppliers, taking a risk based approach depending on the location of the supplier, the type

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of services being provided and our overall anticipated spend. This includes participating in a global review of procurement due diligence practices, in addition to putting measures in place to ensure that Modern Slavery provisions are included at the point when historical contracts are renewed. This is important to monitor and reduce the risks of slavery or human trafficking occurring within our business and supply chains.

If at any stage we identify an increased risk of slavery or human trafficking within our business or supply chains, we will conduct a thorough investigation of such risk and promptly mitigate any risk or impact. This would include reviewing our due diligence processes, engaging with the supplier and collaborating within our industry to identify stringent practices.

Our aim is to include provisions in our contracts with suppliers:

- requiring the supplier to confirm that they have appropriate policies and procedures in place to ensure that there is no slavery or human trafficking within their business or supply chain;
- requiring suppliers to provide us with information in order to verify the above requirement on request, including maintaining records to trace the supply chain;
- requesting suppliers to self-certify whether they have been convicted of or under investigation of any offence involving modern slavery;
- requiring suppliers to notify us of any actual or suspected breaches; and
- permitting us to terminate the contract for breach of the above requirements.

Future plans

Over the next 12 months we plan to build on our existing policies and procedures by:

- Continuing to audit our procurement processes to ensure adequate due diligence is conducted in respect of supplier's Modern Slavery Act compliance, strengthening our supplier engagement process and reviewing our risk-based approach.
- Continuing to raise awareness of the issues surrounding modern slavery via all office communications including a reminder about the Firm's reporting processes and compliance policies
- Ongoing monitoring of our supplier base to identify any particular areas of risk with regards to modern slavery or human trafficking.
- Encouraging suppliers to collaborate to address slavery and human trafficking issues by offering crucial information on trends and risk hotspots to support continuous improvement in managing risks throughout the supply chain.
- Introducing training on the importance of compliance with the above requirements for personnel involved in procurement processes.
- Monitoring potentially higher risk suppliers and considering any additional mitigating steps to be taken in respect of Modern Slavery Act compliance.

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About us

Baker & McKenzie LLP is a limited liability partnership registered in England and Wales with registered number OC311297 and is authorised and regulated by the Solicitors Regulation Authority of England and Wales. Baker & McKenzie Services Limited is a wholly owned subsidiary of Baker & McKenzie LLP. Baker & McKenzie LLP is a member of Baker & McKenzie International, a Swiss Verein, but this statement focuses on our UK business.

Approval for this statement

This statement was approved by the Management Committee of Baker & McKenzie LLP.

Approved and signed by: Alex Chadwick, Managing Partner for Baker & McKenzie LLP

Signature: 

The Directors of Baker & McKenzie Services Limited approved this statement.

Approved and signed by: Margaret Smith, Director of Baker & McKenzie Services Limited

Signature: 

Date last reviewed: December 2020