



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 2021. 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 number of initiatives and organisations which operate to eradicate human trafficking and modern slavery. You can see Baker McKenzie's 2021 Communication on Progress [here](#). The following are highlights from recent years' work:

We 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.

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,

Baker McKenzie.

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.

To ensure this, we 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](#).

Since 2019, our Risk & Compliance team have required modern slavery clauses to be incorporated into our contracts with suppliers, which include provisions:

- 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;
- permitting us to terminate the contract for breach of the above requirements; and
- requiring suppliers to pay their employees a salary which is at least equivalent to the National Minimum Wage or London Living Wage, as applicable.

Initially contracts with suppliers, whom provide services in particular risk areas, such as catering, security, facilities and building management services to support the running of the London office, were prioritised and updated with the new provisions. Over time, as contracts

are renewed and new suppliers are on-boarded, appropriate provisions will be included in all supplier contracts.

Over the past 12 months, our Risk & Compliance team reviewed the London office's major suppliers based on annual spend to confirm that those suppliers in particular risk areas have appropriate modern slavery provisions in place. The Risk & Compliance team are also collaborating with the firm's Global Procurement team on a project to improve our procurement due diligence practices.

To further support our key suppliers in this space, our Risk & Compliance team prepared guidance highlighting modern slavery 'red flags' to look for in their business and supply chain which will be shared with such suppliers over the next year. They will also be working with the Global Procurement team to ask those suppliers to complete a questionnaire confirming the steps they are taking to combat modern slavery

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 and engaging with the supplier.

Finally, we have launched modern slavery training courses for our Global Procurement and London Facilities teams; both of which were identified as having key roles to play in detecting or preventing modern slavery in our supply chain; either due to their involvement in our supplier on-boarding and management procedures, or because they work closely with suppliers in sectors which have a higher likelihood of employing workers who may be vulnerable to modern slavery.

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 at both a global and London office level.
- Ongoing monitoring of our supplier base to identify any particular areas of risk with regards to modern slavery or human trafficking.
- Working with suppliers in particular risk areas, and where they have concerns about potential risk hotspots in their supply chain, to support continuous improvement in managing risks throughout the supply chain.
- Ensuring high completion rates of 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.

Baker McKenzie.

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

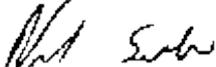
This statement was approved by the Management Committee of Baker & McKenzie LLP.

Approved and signed by: Ed Poulton, Managing Partner for Baker & McKenzie LLP

Signature: 

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

Approved and signed by: Nicola Sinker, Director of Baker & McKenzie Services Limited

Signature: 

Date last reviewed: December 2021