

Slavery and Human Trafficking Statement

October 2016

This statement is made on behalf of the DAC Beachcroft Services Limited pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes our slavery and human trafficking statement.

DAC Beachcroft Services Limited is a limited company registered in England and Wales (registered number 05560211) and is a wholly owned subsidiary of DAC Beachcroft LLP. For further information on our group structure please [click here](#).

Our Approach

Being part of an international legal business, we always work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. Our corporate social responsibility strategy aims to improve the impact of our business on society and the economies of the regions within which our offices are based.

We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy is published on our intranet site.

Our Practice Governance & Risk group works in conjunction with our HR and Procurement functions to help ensure that our Anti-Slavery Policy is complied with and to manage any concerns or breaches. We also have a clear Whistleblowing Policy which is published on our intranet site: if there are any genuine concerns about any wrongdoing or breaches of law these concerns can be raised in confidence without fear of disciplinary action.

Supplier Due Diligence

Our procurement process includes vetting every new supplier and carrying out a risk analysis based on the nature and value of the product or service.

All our suppliers are expected to comply with all local and national laws and regulations and we ask for information about:

- Monitoring of tier 1 and 2 supply chains for unfair practices;
- Policies on fair sourcing of goods and services;
- Employment practices such as advertising vacancies, work/life balance;
- Training for staff;
- Diversity data;
- Corporate Social Responsibility; and
- Willingness to share our values.

Supplier responses are taken into consideration when short-listing and we make any concerns known to the supplier. Should suppliers fail to live up to our expectations or be unwilling to make any changes we may cease to engage with them.

Further Steps

We are currently reviewing our entire procurement process and will be introducing specific measures to ensure that our obligations under the Act are passed through our supply chain.

These will include:

- Obtaining contractual warranties that no slavery is used anywhere in the supplier's business or by any of the suppliers in its supply chain and that all necessary processes and policies have been put into place to ensure that this remains the case;
- Obtaining a contractual right to request compliance-related information and the right to audit suppliers at our discretion;
- Adding indemnity provisions and rights to terminate for breach of our Anti-Slavery Policy into our contracts;
- Extending risk mapping to include location, the length of the relationship and any other existing information to enable us to rate suppliers;
- Ensuring risk areas are documented, monitored and taken into consideration in any future contract renewals.

We are also rolling out an Anti-Slavery training module which will be available to all staff but made compulsory for those involved in recruiting and sourcing/managing a supply chain so that they are able to identify risk factors, understand the implications and assist us with implementing the Anti-Slavery Policy effectively.



Katherine Farmer

Director

DAC Beachcroft Services Limited