

DAC BEACHCROFT

Slavery and Human Trafficking Statement

October 2019

This statement is made by DAC Beachcroft LLP on behalf of itself and its wholly owned subsidiaries, DAC Beachcroft Claims Limited and DAC Beachcroft Services Limited, which operate as part of the DAC Beachcroft group. This annual statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes our slavery and human trafficking statement. Copies of our statements from previous years can be found by clicking on the links below:

- [Slavery and Human Trafficking Statement – October 2016](#)
- [Slavery and Human Trafficking Statement – October 2017](#)
- [Slavery and Human Trafficking Statement – October 2018](#)

DAC Beachcroft LLP is a limited liability partnership registered in England and Wales (registered number OC317852) and is the parent undertaking within the DAC Beachcroft group. The DAC Beachcroft group is made up of separately constituted and regulated legal entities, providing legal services in their respective jurisdictions.

DAC Beachcroft Claims Limited is a limited company registered in England and Wales (registered number 04218278).

DAC Beachcroft Services Limited is a limited company registered in England and Wales (registered number 05560211).

For further information on our larger group structure, please click [here](#).

Our Approach

As a group, we always work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. Our Head of Responsible Business works with leadership teams across our network to improve the impact of our business on the societies 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 within our supply chains or in any part of our business. Our Anti-Slavery Policy, which is reviewed annually and published on our intranet site, is one of a number of policies affirming our commitment to being an ethical, sustainable and responsible business.

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.

Our Whistleblowing Policy, which is also published on our intranet site, is designed to enable our staff to raise concerns about any wrongdoing or breaches of law in confidence without fear of disciplinary action.

Supplier Due Diligence and Risk Assessments

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, incorporating specific measures to ensure that our obligations under the Act are passed through our supply

chain. We have now started to adopt the use of heat maps to identify, assess and document any risks within our supply chain.

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.

We have previously taken steps to expand our framework to address the risk of slavery and human trafficking including;

- 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;
- 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; and
- Obtaining a contractual right to request compliance-related information from suppliers as well as a contractual right to audit suppliers at our discretion. Our internal supplier audit programme is being developed and will include an assessment of compliance with the Act.

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

Our clients

As a group, we are required by applicable legislation and regulations to identify our client and the nature of their instructions. Building up a client profile by carrying out client due diligence allows us to identify any specific risks related to a new client of the business and helps us to ensure that we do not act for clients in circumstances where it is illegal or inappropriate to do so. All staff are required to report any breaches of our policies, law or regulation to our Practice Governance & Risk Team.

Training

We are committed to ensuring that our staff are equipped to identify risk factors of possible slavery and that they understand the implications of the Act for our business. We have developed and deployed training on recognising and reporting any breaches of the Act and are in the process of refreshing the course to make it more interactive and to include additional assessment questions. It is compulsory for those who need to be the most vigilant to ensure that slavery or human trafficking are not taking place within our organisation or our supply chain including the Practice Governance & Risk group, HR and Procurement functions.

To extend our training further, a business-wide communication is published annually

informing all colleagues of our Modern Slavery procedures.

We are continually reviewing our systems to ensure we have robust policies and processes in place to mitigate the risk of Modern Slavery.

This statement was approved by members of the DAC Beachcroft LLP Group Board on the 24 September 2019 and signed by our Designated Member and Senior Partner.

A handwritten signature in black ink, appearing to be 'Virginia Clegg', written in a cursive style.

Virginia Clegg
Designated Member
DAC Beachcroft LLP