



## 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 2024. 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](http://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 2024 Communication on Progress [here](#). The following are highlights from recent years' work:

In September 2023, we joined the UN Global Compact's (UNGC) Forward Faster initiative, a wide-ranging endeavour that calls on the private sector to take measurable, credible and ambitious action in areas where it can collectively make the biggest, fastest impact to accelerate progress across the UN's 17 SDGs to meet the 2030 Agenda.



We are proud to partner with the Thomson Reuters Foundation, the corporate foundation of the global news and information services company that works to advance media freedom, foster more inclusive economies and promote human rights.

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.

We report under EcoVadis, a leading sustainability and supply chain ratings provider and complete an annual questionnaire with modules covering labour and human rights, ethics, environment and sustainable procurement. We earned a silver star rating in 2023, reporting on the calendar year 2022. In 2023, 67% of our top 30 global suppliers also participated in EcoVadis assessments.

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](#).

Where we identify any suppliers who provide goods or services which are at a higher risk of modern slavery issues, additional guidance is provided and/or we may require an enhanced due diligence process to be conducted.

# Baker McKenzie.

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.

Since 2023 we have also required the inclusion of an additional clause in contracts with our suppliers which require our suppliers to agree that under no circumstances will they engage in any form of forced labour or any form of 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.

In 2024 we undertook an audit of suppliers who are at a higher risk of modern slavery to ensure all contracts include the relevant modern slavery clauses. Any gaps identified were highlighted so contracts could be updated with the modern slavery clauses at the next available opportunity.

## Training and Awareness

Modern slavery training courses have been rolled out to our Global Procurement and London Facilities teams; both of which have key roles to play in detecting or preventing modern slavery in our supply chain.

In addition modern slavery awareness forms part of induction training for new joiners in these teams.

## 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: Ed Poulton, Director of Baker & McKenzie Services Limited

Signature: 

Date last reviewed: December 2024