

Section 54 Statement

Shakespeare Martineau is absolutely committed to combatting slavery and human trafficking within its organisation and its supply chains and to ensuring that it does business in an ethical manner. Shakespeare Martineau believes that this commitment will benefit its clients and other stakeholders affected by Shakespeare Martineau's activities. Shakespeare Martineau recognises, however, that it is but one link in a supply chain to the end user that is long and, potentially global. Therefore, it is essential that Shakespeare Martineau's suppliers also understand and appreciate the standards of business conduct that are expected of any company that does business with Shakespeare Martineau.

Organisation's structure

Shakespeare Martineau is a leading law firm primarily based in the Midlands, incorporating 9 offices, with 160 members and approximately 700 employees. Shakespeare Martineau is a Limited Liability Partnership registered in England and Wales. In 2016, Shakespeare Martineau's turnover equated to £73 million.

Shakespeare Martineau's business

Shakespeare Martineau's business can be broken down into four practice groups; Corporate and Commercial, Litigation and Dispute Resolution, Private Capital and Real Estate with a particular sector focus upon Advanced Manufacturing, Banking & Financial Services, Education, Energy, Healthcare and Investment Funds.

Shakespeare Martineau's supply chains

Shakespeare Martineau's supply chains include agency, distribution, procurement of goods & services, outsourcing and subcontracting.

Shakespeare Martineau's policy on slavery and human trafficking

Shakespeare Martineau is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business.

Shakespeare Martineau's Anti-Slavery & Human Trafficking Policy reflects Shakespeare Martineau's commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

Due diligence processes for slavery and human trafficking

As part of Shakespeare Martineau's initiative to identify and mitigate risk it ensures that new suppliers must complete Shakespeare Martineau's Supplier Questionnaire prior to engagement in order to evaluate the risks of modern slavery and human trafficking.

Shakespeare Martineau is also taking steps to put in place systems to:

- ✦ Mitigate the risk of slavery and human trafficking occurring in its supply chains.
- ✦ Monitor potential risk areas in its supply chains.
- ✦ Protect whistle blowers.

Supplier adherence to our values and ethics

Shakespeare Martineau is adopting a zero tolerance to slavery and human trafficking. To ensure all those in its supply chain and contractors comply with its values and ethics, Shakespeare Martineau has representatives from the following departments who monitor adherence to its high standards of ethical trading:

- # Risk & compliance
- # Operations
- # Human resources including recruitment

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in Shakespeare Martineau's supply chains and its businesses, it is in the process of providing both targeted training and general slavery awareness training to staff. This will form part of the induction process for all new staff to ensure they are aware of Shakespeare Martineau's stance on preventing slavery and human trafficking within its businesses and supply chains, as well as for any staff involved in the supply chain process.

Shakespeare Martineau's effectiveness in combating slavery and human trafficking

Shakespeare Martineau uses the following means to measure how effective it has been to ensure that slavery and human trafficking is not taking place in any part of its businesses or supply chains:

- # Business function reports
- # Shakespeare Martineau's suppliers are obliged to audit their own supply chains and report on the findings.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Shakespeare Martineau's slavery and human trafficking statement for the financial year ending 2016.



Andy Raynor

Chief Executive Officer
Shakespeare Martineau

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