



<p>SSB Law Modern Slavery and Human Trafficking Statement</p>

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st April 2021 to 31st March 2022.

The statement sets down SSB Law's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Introduction

SSB Law is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers, contractors and other business partners. SSB Law takes its responsibilities seriously and this statement constitutes its compliance pursuant to section 54 (1) of the Modern Slavery Act 2015 (the Act).

Structure of the organisation

SSB Group is a law firm, established and operating as a limited liability partnership under English law. The group comprises of a number of subsidiaries including SSB Law. To find out more about the nature of our business, please go to <https://www.ssblaw.co.uk/>

In order to deliver its legal services, the firm works with a range of suppliers, the majority of whom are considered to be based in low risk jurisdictions.

Scope of the Modern Slavery Act 2015

The Act defines modern slavery as "slavery, servitude and forced or compulsory labour" and "human trafficking" (Modern Slavery). The Act requires commercial organisations operating in the UK (i.e. that supply goods or services from or to the UK) and have a global turnover above £36 million, to publish a statement each financial year, which sets out the steps they have taken to ensure there is no Modern Slavery in their business or supply chains.



Policies

As part of our commitment to combating Modern Slavery, our Modern Slavery statement and code of conduct sets out our zero-tolerance approach to Modern Slavery in our organisation and supply chain. We expect all our partners and suppliers to embrace our core principles and match the high standards that we set ourselves. All new supplier sign up to our code of conduct and existing suppliers are reminded of our code of conduct when renewed.

Our due diligence processes and supply chain

As a professional services organisation, we consider the risk of Modern Slavery existing within our business to be low. However, due diligence and monitoring is completed on our supply chain based on our zero-tolerance approach to Modern Slavery in our organisation.

We endeavour to do business with suppliers that adopt the same strict standards that we ourselves adhere to. In turn, we expect our suppliers to operate fairly and ethically, where workers are treated with respect and dignity, and the highest standards of human rights are maintained.

SSB Law has developed a risk based approach to assess the possibility of Modern Slavery within our supply chain. The factors considered for this approach include; the country of origin and the nature of, and location from which, services are provided.

Suppliers are onboarded and managed through a Supplier Information Pack and when responses are received, they are reviewed and the risk assessment of the supplier is updated accordingly. Where we have identified a potential risk, it is investigated and mitigated through activities such as enhanced due diligence. Our Supplier Information Pack is issued to new suppliers and monitored based on renewal.

The contractual terms and conditions that we put in place with our suppliers are being updated to include clauses that forbid the use of slavery and human trafficking.

We enforce a strict code of compliance and do not tolerate Modern Slavery within our supply chains. In the rare event that we become aware of a case of Modern Slavery, we will work with the supplier to implement remedial action. We expect our suppliers to engage with us constructively and responsibly, and to demonstrate their willingness to remedy issues in a timely manner. If we find evidence of a failure to comply with our policies we will immediately seek to terminate our relationship with the relevant supplier.

Training



General awareness training is to be provided to those staff members who are involved in managing recruitment and our supply chains.

Approvals

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes SSB Law's slavery and human trafficking statement for the financial year commencing 1st May 2021 and ending 30th April 2022. This statement has been signed off by the Head of Compliance and CEO.