

## **MODERN SLAVERY ACT STATEMENT 2023**

### **1 INTRODUCTION**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes HCR Legal LLP's slavery and human trafficking statement for the financial year ending 31 March 2023.

We are committed to the highest standards of professionalism, ethics and integrity and expect our suppliers to uphold the same values. We will not tolerate acts of modern slavery and human trafficking occurring within our business and supply chain.

### **2 STRUCTURE OF THE ORGANISATION**

HCR Legal LLP is a full-service law firm within the professional services sector. It is made up of several legal entities which include Harrison Clark Rickerbys, Harrison Clark Rickerbys inc Shawcross, Harrison Clark Rickerbys inc Simon Jackson, Harrison Clark Rickerbys inc Gordon Lutton, Wills at Work and Finance Generator are all trading names of HCR Legal LLP. Eagle HR and the Medical Accident Group are sister companies of HCR Legal LLP. Together the group employs over 830 people across 10 locations in the UK. The group provides legal services to individuals, businesses, government bodies and other public and private organisations.

### **2. OUR SUPPLIERS**

In order to carry out our business, we work with a range of suppliers including but not limited to the areas of IT, property, facilities management, marketing services, and other professional services such as auditors, and training providers.

### **3 POLICIES**

As part of our commitment to combating modern slavery, we have implemented and are continuously reviewing the following policies:

- Recruitment Policy
- Minimum Pay Policy
- Whistleblowing Policy
- Anti-Corruption & Bribery Policy

We also make sure we foster longer term relationships with key suppliers so that they are equally committed to our codes of business practices.

#### **4 RISK AND DUE DILIGENCE**

Our procedures are designed to monitor potential risk areas in our business and supply chains and thereby reduce the risk of slavery and human trafficking occurring in our business and supply chains. HCR, as part of these procedures carry out due diligence on order to ensure that our suppliers meet their regulatory requirements of the Modern Slavery Act. This includes but is not limited to, ensuring Modern Slavery Statements are published on company websites where appropriate.

As a regulated provider of legal services and employer of predominantly professionally qualified and highly skilled people, the risk of modern slavery within our business is considered low. We apply robust policies and procedures concerning employment screening and employment conditions. All employees are paid above the Living Wage. The majority of our suppliers are UK-based and supply standard goods or services. We do not simply buy goods or services on cost-based principles. We do not consider that Harrison Clark Rickerbys operate in high-risk sectors or locations.

#### **5 EFFECTIVENESS AND KPIS**

HCR Legal LLP uses key performance indicators (KPIs) to measure how successful we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. These are as follows:

- Vetting procedures for suppliers – all key suppliers have undergone relevant vetting procedures and where applicable chosen suppliers are managed through a PSL.
- Whistleblowing – the number of reported breaches in the previous year is tracked and analysed.

#### **6 TRAINING**

We continually invest in educating our employees to be risk aware. We are committed to promoting and maximising awareness of modern slavery risks across our organisation, and an online education module on Equality and Diversity is available to all staff regardless of their role.

## 7 FURTHER ACTIONS AND SIGN-OFF

Following an annual review of our actions, which is aimed at helping prevent slavery or human trafficking from occurring in our business or supply chains, we plan on introducing the following additional measures:

- Continue to offer training for those of our employees who have responsibilities in relation to engaging the firm's suppliers. Our aim is to continue to raise awareness of the issues and increase informed scrutiny.
- Introduce intranet content aimed at raising awareness of how to identify and report potential instances of trafficking, and labour exploitation.

Signature:

A handwritten signature in black ink, appearing to read "R. H. Thoma", followed by a horizontal line extending to the right.

Managing Partner on behalf of the Equity Partners and Directors

HCR Legal LLP

Date: June 2023