

MODERN SLAVERY ACT STATEMENT 2026

1. INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes the slavery and human trafficking statement of HCR Legal LLP and its group companies (“HCR”, “we”, “our” or “us”) for the financial year ending 31 March 2026. It sets out the steps we have taken during that year to identify, prevent and mitigate the risk of modern slavery and human trafficking in our own operations and in our supply chains, and the further steps we intend to take.

We have a zero-tolerance approach to modern slavery and human trafficking in any part of our business or supply chain, and we expect everyone we work with to share that commitment. We take a risk-based approach, focusing our efforts where the risk of harm is greatest, and we are committed to continuous improvement year on year.

2. STRUCTURE OF THE ORGANISATION

HCR Legal LLP is a full-service law firm within the professional services sector. HCR Legal LLP trades under a number of names, including Harrison Clark Rickerbys, HCR Law, HCR Hewitsons, Child and Parent Law, Wills at Work and Eagle HR. Medical Accident Group is a group company of HCR Legal LLP. Together, the group employs over 1,000 people across 13 locations in the UK. We provide legal services to individuals, businesses, government bodies and other public and private organisations.

3. OUR SUPPLIERS

We buy a wide range of goods and services to support the running of the firm. Most of our suppliers are based in the UK. Our main categories of spend are:

- Professional services (consultants, IT providers, training suppliers)
- Property management and office services (cleaning, maintenance, catering, security)
- Office equipment and stationery
- Technology, including hardware and software solutions
- Recruitment and temporary staffing

Although professional services is generally regarded as a lower risk sector for modern slavery, we recognise that some parts of our supply chain carry a higher risk. These are principally facilities management (such as cleaning, catering and security), temporary and agency labour, and technology hardware and office equipment, which may be manufactured or sourced from parts of the world where labour exploitation is more prevalent. We focus our due diligence and supplier engagement on these categories.

4. POLICIES

Our commitment to preventing modern slavery is embedded in a framework of policies that apply to all partners, employees and, where relevant, contractors. These policies are reviewed regularly, and at least annually, to make sure they remain effective. They include:

- Recruitment Policy – setting out right-to-work checks and fair, transparent recruitment practices, including when using recruitment agencies
- Minimum Pay Policy – ensuring all employees are paid at least the Living Wage
- Whistleblowing Policy – enabling anyone to raise concerns, including anonymously, without fear of retaliation
- Anti-Corruption and Bribery Policy – addressing bribery and corruption, which can facilitate exploitation

We build long term relationships with our key suppliers so that they understand and share our standards of business conduct. Where appropriate, our supplier contracts and terms of business require compliance with the Act and with all applicable employment laws and give us the right to take action if those standards are not met.

5. RISK ASSESSMENT AND DUE DILIGENCE

Our internal operations: As a regulated provider of legal services whose workforce is mainly made up of professionally qualified and highly skilled people, we consider the risk of modern slavery in our own business to be low. We apply robust employment screening, including right-to-work checks, and all employees are paid above the Living Wage. Where we use agency or temporary workers, we work with reputable agencies and seek confirmation that they meet the same standards.

Our supply chain: We take a risk based approach to supplier due diligence. When we appoint new suppliers, and periodically for existing key suppliers, we consider the type of goods or services, where they are produced or delivered, and the supplier's own controls. For suppliers in higher risk categories, and those within scope of the Act, our checks include confirming that a compliant modern slavery statement has been published and, where needed, asking for further information. Approved suppliers are managed through our preferred supplier list (PSL). We do not choose suppliers on cost alone; ethical standards form part of our selection decisions.

Remedy: If we identify a concern about modern slavery in our business or supply chain, we will investigate promptly. Our priority is the welfare of any potentially affected person. Where appropriate, we will work with the supplier on a time-bound corrective action plan, and we will report matters to the relevant authorities where required. If a supplier is unwilling or unable to make the necessary improvements, we will end the relationship.

6. EFFECTIVENESS AND KPIS

We use the following key performance indicators (KPIs) to measure the effectiveness of the steps we are taking. We review them each year and report our progress in this statement.

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

7. TRAINING

Awareness is central to identifying and preventing modern slavery. 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.

8. FURTHER ACTIONS AND SIGN-OFF

We review our approach every year. During the coming financial year, we plan to:

- continue targeted training for employees responsible for engaging suppliers, to raise awareness and increase informed scrutiny;
- review and update our intranet guidance on how to identify and report potential trafficking and labour exploitation

Signature:



Managing Partner on behalf of the Equity Partners and Directors

HCR Legal LLP

September 2026