

Modern Slavery - Slavery and Human Trafficking Statement

Slaughter and May is a leading international law firm, providing an extensive range of legal services to a diverse range of clients. Slaughter and May Services Company (“SMSC”) is the in-house company which engages the firm’s staff.

The firm’s [Modern Slavery Statement](#), as required by the Modern Slavery Act 2015, describes the steps which the firm has taken during the financial year ended 30 April 2019 to ensure that slavery and human trafficking is not taking place in any of its supply chains, or in any part of its own business.

This **statement** covers the activities of SMSC during the financial year ended 30 April 2019 and explains how it seeks to ensure that all SMSC staff are treated fairly and with attention, courtesy, respect and consideration.

Business model

SMSC is ultimately wholly-owned by the partners of Slaughter and May. The company engages individuals to work for Slaughter and May and arranges the secondment of individuals to/from the firm. Its “turnover” is generated from associated administrative activities in relation to the payment of staff remuneration. SMSC has no real business, although it does have a small number of contracts with various companies that provide benefits to those working for Slaughter and May.

Our commitment

SMSC’s commitment to fair employment practices in relation to the individuals it engages is underpinned by the Slaughter and May [Code of Business Conduct](#). The standards in the Code are reflected in Slaughter and May’s policies and procedures and the firm endeavours to embed them in everything it does. In agreeing staff secondments to Slaughter and May, knowledge of the seconding firm and its business (including that it is regulated and/or committed to high ethical standards) is relied on.

With respect to its relationships with suppliers, SMSC follows the same approach as outlined in the Slaughter and May Modern Slavery Statement. We expect our suppliers to have fair employment practices and we ask them to sign our [Supplier Code of Business Conduct](#). Due diligence is also carried out on suppliers to assess whether to form, continue or renew a relationship with them.

Policies

A number of policies are in place that are designed to provide a fair, safe, supportive and dignified working environment for those engaged by SMSC. In particular, the firm expects all staff to treat others with respect and promotes equality and diversity.

All staff are paid at market rates (and always in excess of the London Living Wage) and enhanced sick pay is offered to eligible employees. Where practical, steps are taken to allow staff to work on a basis that meets their personal needs as regards the number of hours of work in a week or the time of work. This includes (for eligible staff) the option of working from home on a regular basis.

We strongly encourage all staff to take each year one continuous period of holiday of not less than two weeks and to use their full holiday entitlement (which exceeds the statutory provisions). We aim to support those with childcare duties by offering various enhanced family leave policies.

Benefits and well-being

Our staff benefit from a range of incentives and financial assistance schemes. The firm offers a generous firm-wide pension scheme.

The firm is committed to reducing stress in the workplace and has implemented guidance on identifying and dealing with stress. All staff are encouraged to take advantage of the Employee Assistance Programme, a confidential counselling and information service. Staff also benefit from free health screenings, subsidised gym membership and access to private dental and medical insurance. There are eight diversity networks at the firm, each of which seeks to create a more inclusive work environment.

Performance indicators

The firm has a dedicated Human Resources department which deals with employment and welfare issues. Members of HR work closely with heads of departments and groups within the firm to ensure staff issues are identified quickly and addressed in an appropriate way.

In 2017 we conducted a firm-wide employee survey, which gave us some valuable insight into how our staff value different aspects of the employee experience. Since the survey, the firm has introduced an on-site GP service and enhanced its leave offering.

UN Global Compact

In April 2019 the firm issued a letter of commitment to the United Nations, confirming that the firm supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. This support includes promotion of the Sustainable Development Goals, of which Goal 8 (Decent work and economic growth) is particularly pertinent to the issue of modern slavery.

Paul Stacey, Executive Partner