

Modern slavery - slavery and human trafficking statement

1. Introduction

- 1.1 As required by the Modern Slavery Act 2015 (the “Act”), this statement describes the steps which Slaughter and May Services Company (“SMSC”) has taken during the last financial year (1 May 2025 to 30 April 2026) to seek to ensure that modern slavery and human trafficking are not taking place in its supply chain, or in any part of its own business. In this statement, references to “modern slavery and human trafficking” are to the conduct described in sections 1 to 3 of the Act (and to “slavery and human trafficking” as defined in section 54(12)), and references to the firm are references to Slaughter and May.
- 1.2 SMSC is committed to maintaining the highest ethical standards in every aspect of its business. This includes its supply chain, where it recognises there may be a heightened risk of modern slavery or human trafficking. SMSC works collaboratively with its suppliers to encourage them to take appropriate steps to identify and address these risks.

2. Business, organisational structure and supply chains

- 2.1 SMSC is wholly owned by the partners of Slaughter and May. Slaughter and May is a leading international law firm providing a broad range of legal services. Slaughter and May publishes a separate modern slavery statement, available [here](#).
- 2.2 SMSC engages the firm’s staff and arranges the secondment of individuals to and from the firm. As at 30 April 2026, SMSC employed more than 1,000 legal and business services staff.
- 2.3 SMSC’s turnover is generated from administrative activities relating to the payment of staff remuneration. In connection with these activities, SMSC has a small number of contracts with companies that provide benefits to those working for the firm.

3. Policies

- 3.1 SMSC adheres to the policies described in the Slaughter and May Modern Slavery Statement.
- 3.2 These policies are designed to provide a fair, safe, supportive and dignified working environment for those engaged by SMSC. They reflect the expectation that everyone is treated with respect, and they support the promotion of equality and inclusion. The policies are reviewed annually by the firm’s Responsible Business, Procurement and Human Resources (HR) departments.

- 3.3 All staff are paid at market rates (and always above the London Living Wage), and enhanced sick pay is offered to eligible employees. A central HR Advisory team provides support to staff, and the firm's workplace adjustment policies and procedures set out how reasonable adjustments are made for those who require them. In addition, the firm's Flexible Working policy allows eligible employees to apply for variations to their hours and place of work.

4. Risk assessment and due diligence processes

- 4.1 As noted above, SMSC is wholly owned by the partners of the firm, a regulated legal services provider operating within a strict ethical and regulatory framework. Taking into account the nature of SMSC's business and the firm's regulatory framework, SMSC considers the risk of modern slavery or human trafficking occurring within its business to be low.
- 4.2 The firm has a dedicated HR department which deals with employment and welfare issues faced by staff engaged by SMSC. Each department and legal group has a dedicated HR Manager, and members of HR work closely with heads of departments and groups within the firm so that staff issues are identified quickly and addressed appropriately.
- 4.3 All temporary and permanent staff engaged by SMSC are subject to thorough background checks before joining, including right to work checks. Where recruitment agencies are used to engage legal and business services contract staff, they are required to conduct background checks to an equivalent standard.
- 4.4 Where SMSC engages suppliers to provide benefits to those working for the firm, those suppliers are subject to the due diligence processes described in the Slaughter and May Modern Slavery Statement.

5. Effectiveness and performance indicators

Through the due diligence and monitoring processes as described in this statement, SMSC did not identify any instances of modern slavery or human trafficking within its business or supply chain during the financial year ended 30 April 2026.

This statement was approved by the board of directors of SMSC on 27 October 2026 and signed by:

David Johnson, Director