



MODERN SLAVERY ACT 2015
Transparency in Supply Chains

As Paris Smith LLP (Paris Smith) does not currently have a turnover in excess of £36m, it is not required to provide a statement under the Modern Slavery Act 2015.

However, we have relationships through the provision of legal services to larger companies that are required to comply and therefore we believe it is only right that we make a statement as to our position and policy to deal with any enquiries raised in respect of this Act.

Slavery and human trafficking remains a hidden blight on our global society and the Partners and staff at Paris Smith agree that we and the rest of the business community have a responsibility to be alert to the associated risks.

As part of our Community and Social Responsibility Policy we are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We are also committed to acting ethically and with integrity in all our business relationships and dealings.

We have ranked the risk of being impacted by modern slavery or trafficking as low and this is very much due to the nature of our business as a provider of legal services to businesses and private individuals and our current supply chain being limited to local suppliers of equipment and services.

All businesses that regularly provide us with goods and services are required to sign up to comply with our Sustainable Procurement Policy which has, at its heart, the requirement to trade ethically and fairly and to have a high regard for the reduction of their impact on the environment. We also aim to build long term relationships with our suppliers and this helps to foster a better trust and a higher level of expectation as regards to business behaviour.

Regarding international supply chains, given that we are very much a UK based firm we do not have any material dealings that require the supply of services from abroad.

The Firm's HR Department has to follow strict policies regarding the employment of staff, ensuring that all persons have the appropriate permits to work in the UK, that their identification has been verified and all our staff have employment contracts that are fully compliant with UK employment law. We also have a policy of paying wages that are above the Living Wage.

16 January 2017