

Modern Slavery Act and Human Trafficking Statement

1. Introduction

This statement is made on behalf of the London office of Paul Hastings (Europe) LLP (“**the LLP**”) pursuant to section 54 of the Modern Slavery Act 2015 (“**the Act**”) and constitutes our slavery and human trafficking statement. Any references to “we”, “us”, “our”, “Paul Hastings” or the LLP relate to Paul Hastings (Europe) LLP. This statement is published with reference to the LLP’s 2021 Financial Year, which ended on 31 January 2021.

Modern slavery includes slavery, servitude, forced and compulsory labour, and human trafficking. Corporate responsibility is a core value of our LLP and we are committed to implementing and maintaining effective systems and controls to prevent modern slavery from occurring within our business and supply chain.

In accordance with the Solicitors Regulation Authority’s rules, we have appointed a Compliance Officer for Legal Practice (“**COLP**”). The COLP is responsible for ensuring that the LLP in London has policies and procedures in place that are designed to ensure compliance with all applicable laws and regulations, including the Act.

2. Structure of the organisation

Paul Hastings (Europe) LLP operates as a limited liability partnership in England and Wales with branch offices in London, Brussels, Frankfurt and Paris with registered number OC306535. The LLP provides legal services across a wide range of disciplines and sectors

The members of the LLP are solicitors or registered foreign lawyers authorised to practice in England & Wales. The LLP is affiliated with Paul Hastings LLP, which serves clients' global needs from 22 offices around the world including The Americas, Europe and Asia and is one of the world’s most innovative global law firms. To find out more about the nature of our business, please click <http://www.paulhastings.com/home>

3. Policies

We are committed to ensuring that there is no modern slavery or human trafficking in any part of the LLP’s business or supply chain. Our commitment reflects our values of being a responsible business which operates ethically and with integrity.

The LLP complies with all applicable employment and related legal requirements in relation to employees and other staff members. We are also committed to supporting the health and well-being of our employees and staff members. We have an established LLP Whistleblowing Policy, which underpins our commitment to reporting any concerns about modern slavery and human trafficking. The aim of these procedures is to ensure that everyone is confident they can raise a reasonably held concern without fear of reprisal or detrimental treatment as a result.

Through the LLP’s Anti-Slavery and Human Trafficking Policy we make sure our suppliers are aware of this Statement, and the requirement to adhere to the same high standards.

4. Supply chains

The LLP engages suppliers for the provision of a range of goods and services in the areas of HR, technology, office cleaning and facilities services, recruitment agencies, information resources, marketing and professional services from barristers and other advisers. These are provided to enable our lawyers to service our clients, and to support the efficient running of our LLP.

We seek to work with suppliers that share our values and adopt the same strict standards that we adhere to ourselves. We expect our suppliers to operate fair and ethical workplaces and do not tolerate modern slavery within our supply chains.

5. Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted an Anti-Slavery and Human Trafficking Policy, containing standards and values which suppliers are expected to adhere to and to disseminate throughout their own supplier network.

6. Risk and compliance

The LLP evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain in conjunction with managers reviewing and evaluating their respective suppliers.

As a professional services organisation we consider that the risk of modern slavery within our business to be low. This assessment is based on a number of factors which include the following: (1) we are a law firm that is regulated by the Solicitors Regulation Authority; (2) our employees and staff are predominantly permanently employed skilled staff who are required to comply with the LLP's Code of Conduct, the purpose of which is to ensure that all staff adhere to high ethical standards; (3) we have implemented remuneration policies for our staff; and (4) we do not operate in high risk sectors or locations.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains;
- reduce the risk of slavery and human trafficking occurring in our business and supply chains; and
- provide adequate protection for whistleblowers.

7. Effectiveness

We will undertake an annual review of our effectiveness in ensuring that slavery, forced labour or human trafficking are not taking place by:

- seeking a compliance statement from all current suppliers; especially those where we have identified a potential risk. We have sought to mitigate that risk by reminding them of our values and ethical standards and reiterating the expectations we have of them when working with us;
- ensuring all new suppliers commit to preventing acts of modern slavery and human trafficking from occurring within their businesses; and
- introducing new colleagues to this anti-slavery and human trafficking statement as part of their induction training.

8. Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Our policies and procedures are made available to all staff via the LLP's portal, and the Employee Handbook includes our Code of Conduct which sets out the ethical standards we expect everyone working for the LLP to meet.

Specific training and guidance will be provided for those with procurement responsibilities to assess the human rights and labour performance of suppliers.

9. Confirmation

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the LLP's slavery and human trafficking statement for the financial year ending 31 January 2021.

Signed by:



Arun Srivastava

Partner/COLP

On behalf of Paul Hastings (Europe) LLP