

1. INTRODUCTION

This statement is published pursuant to Section 54 of the Modern Slavery Act 2015 on behalf of Weil, Gotshal & Manges (London) LLP, a limited liability partnership incorporated in England and Wales under number OC400678 (“Weil London”) and authorised and regulated by the SRA under number 623206. References to “we”, “our” or “the firm” in this statement are references to Weil London.

This statement describes the actions and activities taken by Weil London to identify and remedy modern slavery risks in our business practices and supply chains, and indicates any new steps taken during the financial year 1 January 2023 to 31 December 2023.

We are committed to high standards of professionalism, integrity and ethics in conducting our business. In relation to our own business, we have processes in place to ensure we comply with all applicable employment law requirements relating to employee terms and conditions, including pay, as well as providing an extensive benefits scheme. We do not tolerate any form of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains. We are committed to ensuring that our business practices and supply chains are free from all forms of modern slavery and human trafficking.

2. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Weil London provides legal services across a wide-range of disciplines and sectors from the U.K. We are the London office of the international law firm Weil, Gotshal & Manges LLP whose headquarters are in New York, U.S. In Weil London, there are 46 partners and 344 employees (lawyers and business services staff).

Our supply chains include suppliers of office and IT equipment, recruitment agencies supplying personnel, office cleaning and facilities services, travel services, and professional services such as accountants, solicitors and barristers.

3. OUR APPROACH

RISK ASSESSMENT

In 2023, we continued to monitor our supply contracts by size and risk profile as part of our existing procurement processes and continued to assess the risk of slavery or trafficking being present. Due to the nature of our business (including our regulated status), our existing robust recruitment and hiring processes, our existing procurement processes and our straightforward supply chains, we assess that there is a very low risk of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains. To date, we have not identified any modern slavery in our supply chains.

The main area of risk that we have identified continues to relate to the outsourcing of catering, office cleaning, travel services and security and maintenance services.

We take the following steps to mitigate the risks:

TRAINING

We continue to provide training and appropriate guidance materials to relevant staff who have procurement responsibilities. We re-launched our online training in 2023 with a 100% completion rate for all applicable staff enrolled. This training continues to provide further information on helping staff recognise the risks of modern slavery and human trafficking in our business and supply chains. We plan to rollout this online training again in 2025 to ensure all those in relevant roles are fully informed of the risks.

SUPPLIER SELECTION

We continue to incorporate questions relating to modern slavery as part of the process for selecting contractors and evaluating their performance and obtain Modern Slavery Statements from our suppliers (where applicable) and any other relevant policies and procedures they have.

CONTRACTUAL ARRANGEMENTS

We continue to ensure that, where appropriate, all suppliers' contracts include an anti-slavery and human trafficking clause. Typically, such a clause gives us the right to terminate agreements with suppliers where there are reasonable grounds to suspect involvement in conduct that contravenes anti-slavery legislation. To date, we have not been required to invoke such a clause.

When instructing solicitors we endeavour to use our template engagement letter which requires solicitors to warrant that neither they nor their employees or contractors have been the subject of any investigation in connection with slavery or human trafficking, that they will maintain preventative anti-slavery policies throughout their engagement, and they will immediately notify us if they become aware of any suspected slavery in their supply chain.

We also agree KPIs with our key suppliers which are monitored regularly. In 2024, we will continue to review, develop and evaluate these KPIs in relation to compliance with modern slavery with our key suppliers.

COVID-19 AND COST OF LIVING CRISIS

We continue to acknowledge that, like the COVID-19 pandemic, the cost of living crisis could continue to bring challenges that may increase the risk of modern slavery in supply chains, though, following a review, we do not consider this has impacted our supply chains. We have continued to use our existing catering, security, cleaning, mail and print, travel and building management suppliers, with whom we have good relationships and who have experienced no significant changes in their supply chains.

SPEAKING UP

Weil London's Whistleblowing and Speak-Up policy, which is contained in our London handbook, includes procedures pursuant to which anyone at the firm who has concerns about modern slavery and human trafficking in, or relating

to, Weil London should report such concerns. The aim of this procedure is to ensure that anyone at the firm is confident they can raise their reasonably held concerns without fear of reprisal or detrimental treatment because they have reported their concerns. This reporting procedure assists the firm in monitoring and reviewing the risk areas identified and ensures that the firm continues to develop appropriate risk management systems to counter any form of slavery, servitude, forced or compulsory labour or human trafficking in the supply chain. This is underpinned by a strong 'compliance culture' which is encouraged by senior management.

We also mitigate against the risk of facilitating those who may be involved in criminal activities, including modern slavery or laundering the proceeds, through our robust AML policies, procedures and controls, which involve scrutiny of all our clients.

SUPPORTING SURVIVORS OF MODERN SLAVERY

The firm continues to provide a substantial amount of pro bono legal advice to charities and social enterprises, including those set up to combat and support the victims of human trafficking and modern slavery. In October 2021, we launched a Modern Slavery Advocacy Scheme in conjunction with Refuge, the U.K.'s leading domestic abuse charity. Working with Refuge's Modern Slavery team, we designed a programme whereby our lawyers support individuals who have been trafficked and/or are survivors of modern slavery. Weil London advocate on behalf of survivors by communicating on their behalf with housing providers and landlords to accelerate the process of placing survivors into safe and suitable accommodation. In October 2021, more than 30 of our lawyers attended training delivered by Refuge. During 2022, we took on eight case referrals; with each case representing an individual who has been trafficked to the U.K. Furthermore, we have also provided pro bono counsel to Baca Charity, an organisation which supports young people who have been trafficked and have no support system in place in the U.K. Our continued collaboration with pro bono charities on modern slavery issues ensures that we remain alive to any changes in the nature of modern slavery and are in a better position to spot the risks in our own operations and supply chains.

U.K. LIVING WAGE EMPLOYER

At Weil, our commitment to employee wellbeing and fair pay extends to our support for the ongoing work of the London Living Wage Foundation, which we officially joined in 2023, in monitoring the development and implementation of both the Living Wage and the London Living Wage. We, and our suppliers, are committed to paying the Living Wage within the U.K. and seek continually to promote the benefits of adopting fair employment practices through our supply chains. We recognise the economic challenges faced by our employees, and by those employed by our suppliers, in the City of London, and we are dedicated to ensuring that Weil's, and our suppliers', remuneration practices align with the principles of this vital standard as a minimum.

EMPLOYMENT LEGISLATION

Weil's commitment to employee wellbeing and fair pay is underpinned by strict adherence to local employment laws and regulations. Our policies and practices are created and developed to align with U.K. employment law, including those governing working conditions, pay, working hours, and benefits. We regularly review and update our policies to reflect any changes in employment legislation, and we invest in ongoing training for our HR teams to ensure a thorough understanding and application of employment laws.

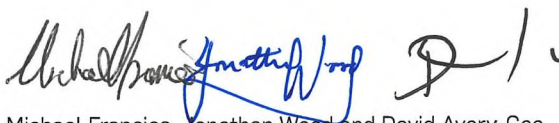
EMPLOYEE WELFARE

We recognise that employee wellbeing extends beyond physical safety, encompassing mental health, work-life balance, and personal development. We provide access to free mental health resources, fostering a supportive and inclusive work environment, and offering flexible work arrangements to accommodate diverse needs. We regularly review our pay structures to ensure they align with current legal industry standards and reflect the value of each employee's skills and contributions.

4. MANAGEMENT APPROVAL

This statement was approved by Weil London Partners on 6 February 2024, who will review and update it annually.

SIGNATURE



SIGNED BY: Michael Francies, Jonathan Wood and David Avery-Gee
Joint Managing Partners

on behalf of Weil, Gotshal & Manges (London) LLP

DATE: 6 February 2024