



## Modern Slavery Act Transparency Statement

### 1 Introduction

- 1.1 Cripps LLP is committed to operating responsibly and establishing high ethical standards across our firm. We will not tolerate modern forms of slavery or human trafficking in our business.
- 1.2 The U.K. Modern Slavery Act of 2015 requires certain companies carrying on a business in the U.K. to publish a statement each year describing the steps taken to ensure modern forms of slavery and human trafficking are not taking place in the company's business operations and supply chains.
- 1.3 In this 2018 Modern Slavery Act Transparency Statement, we describe our business and our policies and practices on human rights, including human trafficking, in relation to our operations and supply chains.

### 2 Our business

- 2.1 Cripps LLP is a full service law firm that provides English Law advice to a range of UK and International clients out of offices in the South East of England. The firm operates as a limited liability partnership and is owned by our partners. Our Strategy and Operational Boards make strategic and operational decisions on behalf of the firm. Cripps LLP is regulated by the Solicitors Regulation Authority.

### 3 Our supply chain

- 3.1 As a professional services organisation that is office based, we consider the risk of modern slavery, servitude or human trafficking existing within our business or supply chains to be relatively low. The goods and services we purchase to allow the delivery of our legal services is limited and primarily relates to professional services, property, facility management and maintenance and information technology.
- 3.2 We evaluate direct suppliers before they enter our supply chain. We expect our suppliers to operate fair and ethical workplaces. Cripps also publishes a Corporate Responsibility Report that shares Cripps's approach to responsible and sustainable development. (The latest Report is available [here](#).)

### 4 Policies and Procedures

- 4.1 The firm has set high ethical standards when dealing with suppliers that are set out in the policies below.
  - Procurement Policy
  - Critical Supplier Policy
  - Anti-Bribery and Corruption Policy
  - Whistle Blowing Policy

- Anti-Slavery and Human Trafficking Policy

## **5 Implementation**

- 5.1 Our Risk and Compliance Manager is responsible for implementing and monitoring progress of this and other related policies and their objectives.

## **6 Monitoring and Reporting**

- 6.1 If anyone in the firm becomes aware of an instance of modern slavery or human trafficking occurring in any of our supply chains, we will work to resolve the issue through legitimate and proportionate procedures.
- 6.2 Any significant problems identified in relation to modern slavery should be immediately reported to our Risk and Compliance Manager, whose contact details can be found at the end of this statement.

## **7 Training**

- 7.1 Targeted slavery and human trafficking training sessions will continue to be provided where necessary in order to educate on the importance of implementing and enforcing effective systems to prevent slavery and human trafficking from taking place in our supply chains.

## **8 Board Approvals**

- 8.1 Cripps LLP Strategy Board approved this statement on 28 November 2018