

Slavery and human trafficking statement

Mills & Reeve LLP (“Mills & Reeve”) is committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business, and this statement sets out our current risk analysis and the steps that Mills & Reeve has taken to deliver on our commitment.

Organisational structure

Mills & Reeve is a limited liability partnership registered in England and Wales (registered number OC326165) and is authorised and regulated by the Solicitors Regulation Authority (registered number 464604) to provide legal services. Mills & Reeve has over 110 partners and 800 employees nationwide and operates from offices in London, Cambridge, Norwich, Birmingham, Manchester and Leeds.

Our Risk Analysis

On the basis of the due diligence and analysis of the Mills & Reeve business and its supply chains carried out to date, we consider that Mills & Reeve is currently at a low risk of slavery and human trafficking in both the context of its own business and its supply chains.

Our Overarching Policy towards Slavery & Human Trafficking

As embodied in the firm’s [core values](#), Mills & Reeve is a responsible business which is committed to acting with integrity and to maintaining the highest professional and ethical standards in all our business relationships, including our supplier relationships. Mills & Reeve has a zero tolerance policy towards slavery and human trafficking and we require our suppliers to take a similar approach.

Our Policies and Procedures in relation to Slavery and Human Trafficking

○ Our Employees

Within our business we have a low level of migrant labour. All employees (excluding apprentices and interns) are paid at, or above, the living wage.

We are very proud to have been listed for the last thirteen years in The Sunday Times 100 Best Companies To Work For. Indeed, we are the only law firm to have achieved this.

We carry out regular employee satisfaction surveys. Our last employee satisfaction survey (April 2015) found that our employees continue to have exceptionally high levels of employee engagement, with 95% of our employees responding that they would recommend M&R as a good place to work. 80% of our employees said that they felt valued for the work that they do.

Mills & Reeve also has a Whistleblowing Policy published on our Intranet (which is accessible to all employees).

o Our Supply Chain

Mills & Reeve's Purchasing Policy provides that anyone responsible for purchasing services from suppliers is expected to observe the highest standards of honesty and fairness and work in a manner which ensures full accountability, consistent with the firm's [core values](#).

We have in place a supply chain compliance programme. This programme is designed to:

- identify and assess the potential risk areas in our supply chains; and
- check that all of the firm's suppliers are aware of and comply with the Modern Slavery Act 2015.

Our terms and conditions of purchase and framework supply agreements include appropriate contractual provisions to ensure that our suppliers are contractually committed to seeking to avoid the use of slave labour and trafficked labour.

Training on slavery and human trafficking risks and the requirements of The Modern Slavery Act 2015 is available to partners and staff.

Mills & Reeve's effectiveness in combating slavery and human trafficking

As outlined at the outset of this statement, our current assessment is that Mills & Reeve is at low risk of slavery and human trafficking occurring in its business and its supply chains. We will be looking to develop measurement criteria to assess our effectiveness in the future.

Further steps

We are currently working on evolving our supply chain compliance programme to include due diligence on our suppliers and potential suppliers to further ensure that those suppliers are not using slave or trafficked labour and understand the requirements of the Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Mills & Reeve's slavery and human trafficking statement for the financial year ending 31 May 2016.

www.mills-reeve.com T +44(0)344 880 2666

Mills & Reeve LLP is a limited liability partnership authorised and regulated by the Solicitors Regulation Authority and registered in England and Wales with registered number OC326165. Its registered office is at Monument Place, 24 Monument Street, London, EC3R 8AJ, which is the London office of Mills & Reeve LLP. A list of members may be inspected at any of the LLP's offices. The term "partner" is used to refer to a member of Mills & Reeve LLP.

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