

## **Modern Slavery Statement**

### **Organisation structure**

Hughes Paddison, Solicitors is a trading style of Hughes Paddison Limited. Hughes Paddison Limited is owned by HP Professional Services LLP.

The Equity Partners, along with the directors at Hughes Paddison, are committed to combatting slavery and human trafficking within its core business activities and supply chain. They are responsible for setting the direction and tone to ensure that the firm has appropriate policies and processes to address Modern Slavery; all employees are expected to follow the policies and processes put in place to tackle these serious issues.

### **Procurement process**

We use a risk-based approach when assessing the risk of slavery and human trafficking in our supply chain. Part of our procurement process means that we will strive to use local / regional service providers which helps to reduce our exposure to those supply chains which maybe more at risk of modern slavery and human trafficking. Where it is able to do so, Hughes Paddison uses partners and suppliers who are regarded as being leaders in their respective industries.

### **Policies and training**

The Employee Handbook and Office Manual set out our key policies and procedures on recruitment and procurement.

### **Reporting**

Where an employee or an external party have a concern about modern slavery or human trafficking in our supply chain or core business this should be reported via the Whistleblowing Policy (a copy of which can be provided upon request).

This statement was reviewed and approved by the Members of HP Professional Services LLP on the 21/6/2022.

A handwritten signature in black ink, appearing to be 'Jane Brothwood', with a long horizontal flourish extending to the right.

Jane Brothwood

Managing Director, Hughes Paddison Ltd. and LLP Member