

MODERN SLAVERY ACT STATEMENT

This statement is made by Minster Law Limited. It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015.

Minster Law is one of the largest personal injury firms in the UK, employing more than 600 people across three offices located in York, Wakefield and London. More about what we do and our values can be found on our website www.minsterlaw.co.uk.

We are fully aware of our responsibilities encapsulated within the Modern Slavery Act 2015. We are alert to the risks that modern slavery poses to both us and our suppliers. We are confident that our approach will prevent slavery and trafficking within our organisation and supply chain. Within our governance structure it is the clear responsibility of the Minster Law Board to oversee adherence with the Act.

Policies

We have incorporated our responsibilities within our policies, as set out in the Modern Slavery Act 2015.

Key policies such as our Recruitment & Selection Policy, Whistleblowing Policy and Supplier Management Policy reflect our zero tolerance approach to modern slavery within our organisation and our supply chain.

Risk Assessment

Regular risk assessments are undertaken to ensure we identify any high risk areas within the business and our supply chain. Any adverse findings shall be promptly and robustly addressed.

Risks within the business are assessed using internal metrics. When assessing our suppliers, the type of supplier, the geographical location of the supplier and any internal procedures used by the supplier to prevent slavery and human trafficking are all taken into consideration.

Due Diligence Process

To highlight our zero tolerance approach to modern slavery, a statement is sent to all key suppliers confirming the conduct expected of them in relation to slavery and human trafficking specifically.

Additionally, our contractual due diligence process ensures all key suppliers confirm their attitude to slavery and human trafficking, along with details of their policies and procedures. Furthermore, our standard contractual terms include appropriate Modern Slavery provisions.

Training

Training for our staff is an important element in ensuring that our zero tolerance approach to slavery and human trafficking is embedded throughout the organisation. Specific training is included in our induction material and annual equality and diversity training

Performance Indicators

We monitor the effectiveness of our procedures by:

- Conducting an annual review of our policies to ensure they remain current
- Continually monitor any relevant developments/best practise material
- Continually embed our policies throughout the business
- Consider the responses from our suppliers and identify any areas for improvement

Michael Warren
Managing Director