**Modern Slavery Act Statement 2024**

**Introduction**

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by RWK Goodman LLP (“the firm”, “we”) during the year ending 1 April 2024, and will take in the year ahead, to prevent modern slavery and human trafficking in its business and supply chains. This is the third year that the firm’s turnover has met the threshold for requiring an annual statement and we intend to strengthen our processes and controls in the 2024/2025 financial year. This statement has been approved by the Managing Partner as a Designated Member, on behalf of the Members of the LLP.

**Slavery and human trafficking statement**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

**Organisational structure**

We are an independent, full service, law firm. We have 600 employees across seven offices in Bath, Bristol, London, Marlborough, Oxford, Thame and Swindon. For the third time, our turnover for this financial year exceeds £36m, and so this is the third year that we have been required to produce a modern slavery statement.

**Our Business**

We have 3 divisions, sub divided into business units, all providing a wide range of legal services to our clients (individual and corporate entities, the majority UK-based but some international). More information on our business units and the services we offer can be found our website at [Welcome to RWK Goodman | Lawyers](https://www.rwkgoodman.com/).

**Our Supply chain**

Our supply chain includes any individual or company which provides services or goods to our firm. Our suppliers broadly fall into four categories, being IT/website support services; recruitment and HR services; specialist or technical expert services; and operational services. We are committed to ensuring there is no slavery or human trafficking within our supply chains. In the last 12 months we have received no reported incidents of slavery or trafficking from our staff or suppliers.

**Our policies**

We have had an internal Anti-slavery policy since 2018 and we have reviewed and updated that policy in April this calendar year. We have a number of other policies that support our anti-slavery policy to ensure we are conducting business in an ethical and transparent manner. These include but are not limited to:

* Our Outsourcing policy
* Our Whistleblowing policy

**Due diligence processes and risk assessments**

In addition to our due diligence policies and procedures and as part of our ongoing commitment to identify and mitigate risk, we shall continuously review our policies and procedures to:

* identify and assess potential risks within in our supply chains;
* conduct relevant and risk based due diligence on our supply chains;
* review our agreements with suppliers to ensure they meet the requirements of the Modern Slavery Act; and
* continue to protect whistle blowers who raise concerns about non-compliance with our modern slavery policies and procedures.

**Training**

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| To ensure a high level of understanding of the risks of modern slavery and human trafficking we intend to enhance awareness of our policies and procedures during the next financial year.  This statement has been approved by the Managing Partner on behalf of RWK Goodman’s Members. The statement will be reviewed annually and made available on our website. |
| Graham Street    \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Managing Partner  8.11.24 |
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