

Statement on Slavery and Human Trafficking

The Modern Slavery Act 2015 (the Act) is an Act of the Parliament of the United Kingdom. It is designed to combat modern slavery in the UK and consolidates previous offences relating to trafficking and slavery. The bill was sponsored into UK Law, in part by Theresa May who is the constituency member of Parliament for Maidenhead where the McAllister Olivarius global headquarters is housed.

Modern slavery is international and represented by a vile and systematic business plan that destroys dignity, engenders fear, ill health and injury and profits from inhumane practices. Through its international operations, McAllister Olivarius seeks to bring justice to victims of modern slavery and to hold accountable those who facilitate, promote and profit from it.

Consistent with the firm's commitment to the elimination of modern slavery, McAllister Olivarius reviews its own operations regularly to ensure its conduct is maintained to the highest achievable standard. As an independent strictly regulated law firm, we hold strong core values and always maintain a keen sense of social responsibility:

- The firm maintains a zero tolerance to modern slavery and human trafficking and is committed to ensuring that it has no presence in our supply chains or in any part of our business.
- We are committed to acting ethically and with integrity in all our operations and business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.
- Our internal policies and employment procedures are reviewed regularly with particular emphasis on procurements and the maintenance of an open door to those with knowledge or concern about any conduct associated with human slavery.
- Our recruitment processes are transparent and are reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made and work only with reputable recruitment businesses.
- We have robust procedures in place for the vetting of all new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account – no one earns less than the London Living Wage and we treat all segments of humanity with equal distinction and respect.
- We ensure a high level of understanding of the risks and damage arising from modern slavery and trafficking through specific training at induction and refresher training as appropriate.

Additionally, we review our suppliers and contractors on a regular basis and are committed to working with organisations who share our values. We are conscious that imported products or services sourced from some parts of the world are potentially more at risk of slavery or human trafficking issues; when products are sourced directly or indirectly from such locations, we will look to those suppliers who can demonstrate a commitment to human rights and fair working conditions. McAllister Olivarius will not work with any organisation that has been found to have been knowingly involved in either human trafficking or modern slavery and where possible will assist in bringing them to justice.



Dr Ann Olivarius
Chair of the Executive Committee