

Modern Slavery Statement 2021

This statement is published pursuant to Section 54 of the Modern Slavery Act 2015 (“the Act”) on behalf of Weil, Gotshal & Manges (London) LLP, a limited liability partnership incorporated in England and Wales under number OC400678 (“Weil London”) and authorised and regulated by the SRA under number 623206. References to “we”, “our” or “the firm” in this statement are references to Weil London.

This statement describes the actions and activities taken by Weil London to address and remedy modern slavery, and indicates any new steps taken during the financial year 1 January 2020 to 31 December 2020.

We are committed to high standards of professionalism, integrity and ethics in conducting our business. We do not tolerate any form of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains. We aim to ensure that our supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

Weil London provides legal services across a wide-range of disciplines and sectors from the U.K. We are the London office of the international law firm Weil Gotshal & Manges LLP whose headquarters are in New York, U.S. In Weil London, there are 42 partners and 295 employees (lawyers and business services staff).

Our supply chains include suppliers of office and IT equipment, recruitment agencies supplying personnel, office cleaning and facilities services, travel services, and professional services such as accountants, solicitors and barristers.

Our Approach

We have continued to assess our supply contracts by size and risk profile as part of our existing procurement processes and to consider the risk of slavery or trafficking being present. Due to the nature of our business (including our regulated status), our existing robust recruitment and hiring processes, our existing procurement processes and our straightforward supply chains, we continue to believe that there is a very low risk of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains. To date, we have not discovered any modern slavery in our supply chains.

The main area of risk that we have identified continues to relate to the outsourcing of catering, office cleaning, travel services and security and maintenance services. To mitigate this risk we have provided training and appropriate guidance materials to relevant staff who have procurement responsibilities. This training is regularly refreshed and this is intended to help staff recognise the risks of modern slavery and human trafficking in our business and supply chains.

Other steps we continue to take to address these risks include incorporating questions relating to modern slavery as part of the process for selecting contractors and evaluating their performance. We obtain Modern Slavery Statements from our suppliers (where applicable) and any other relevant policies and procedures they have.

We ensure that, where appropriate, all suppliers’ contracts include an anti-slavery and human trafficking clause. Typically, such a clause gives us the right to terminate agreements with suppliers where there are reasonable grounds to suspect involvement in conduct that contravenes anti-slavery legislation. When instructing solicitors we endeavour to use our template engagement letter which requires solicitors to warrant that neither they nor their employees or contractors have been the subject of any investigation in connection with slavery or human trafficking, that they will maintain preventative anti-slavery policies throughout their engagement, and they will immediately notify us if they become aware of any suspected slavery in their supply chain. We also agree KPIs with our key suppliers which are monitored regularly. We will continue to review, develop and evaluate these KPIs in relation to compliance with modern slavery with our key suppliers.

We acknowledge that the COVID-19 pandemic has brought challenges that may increase the risk of modern slavery in supply chains, though following a review we do not consider this has impacted our supply chains.

We have continued to use our existing catering, security, cleaning, mail and print, engineers, travel and building management suppliers, with whom we have good relationships and who have experienced no significant changes in their supply chains, and we have not engaged any new key suppliers since the start of the pandemic.

Weil London's Whistleblowing and Speak-Up policy, which is contained in our London handbook, includes procedures pursuant to which anyone at the firm who has concerns about modern slavery and human trafficking in, or relating to, Weil London should report such concerns. The aim of this procedure is to ensure that anyone at the firm is confident they can raise their reasonably held concerns without fear of reprisal or detrimental treatment because they have reported their concerns. This reporting procedure assists the firm in monitoring and reviewing the risk areas identified and ensures that the firm continues to develop appropriate risk management systems to counter any form of slavery, servitude, forced or compulsory labour or human trafficking in the supply chain.

In addition, the firm provides a substantial amount of pro bono legal advice to charities and social enterprises, including those set up to combat and support the victims of human trafficking and modern slavery. Examples include advising a start-up organisation which created a network of volunteer activists who work in their local communities to encourage victims of domestic abuse and trafficking to contact the relevant authorities. Furthermore, we have hosted thought-leadership events in partnership with a charity to encourage corporate in-house counsel to work with procurement teams to review procedures to detect modern slavery within complex supply chains.

Management approval

This statement was approved by Weil London Partners on 12 February 2021, who will review and update it annually.



Signed by: Michael Francies
Managing Partner

on behalf of Weil, Gotshal & Manges (London) LLP

Date: 12 February 2021