

Modern Slavery Statement 2020

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 relates to actions and activities during the financial year 1 January 2019 to 31 December 2019.

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 36 partners and 299 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 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.

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 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. This year we have extended our review of suppliers to include those that have contracts with our Graduate Recruitment and Business Development functions and have checked their Modern Slavery Statements.

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 legalisation. We also agreed KPIs with our key suppliers which are monitored quarterly. We will continue to review, develop and evaluate these KPIs in relation to compliance with modern slavery with our key suppliers.

Weil London’s 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.

We have updated our Whistleblowing and Speak-Up policy. It continues to record the right of any person to raise any concerns about any perceived breach of law by Weil London including, expressly, modern slavery and human trafficking.

Management approval

This statement was approved by Weil London Partners on 16 January 2020, who will review and update it annually.

Signed by:

A handwritten signature in black ink that reads "Michael Francies". The signature is written in a cursive, flowing style.

Michael Francies
Managing Partner

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

Date: 15.1.20.