

## **Modern Slavery Statement 2018**

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 2017 to 31 December 2017.

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 31 partners and 270 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. Because of 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.

The steps we have taken 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.

Since 2017, we have sought to ensure that, where appropriate, all new 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. We will endeavour to include similar clauses in our existing suppliers’ contracts. We are introducing KPIs, and will continue to review, develop and evaluate these in relation to compliance with modern slavery with our key suppliers.

### **Training**

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. We have and will continue to provide annual training and other appropriate guidance for all of our employees who have procurement responsibilities.

**Management approval**

This statement was approved by Weil London Partners on 25th January 2018, 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, slightly slanted style.

**Managing Partner (on behalf of Weil London)**

**Name: Michael Francies:**

**Date:**