

1COR - Modern Slavery and Human Trafficking Policy

1. Introduction

Modern slavery is an umbrella term that encompasses a wide spectrum of crime including human trafficking, slavery, servitude, and forced labour. The term refers to situations of exploitation that a person cannot leave due to coercion, use of force, abuse of vulnerability, deception or other means. It is the illegal exploitation of people for personal or commercial gain and is a violation of fundamental human rights.

2. One Crown Office Row is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We acknowledge that both exist and therefore that we have responsibilities as an employer to ensure modern slavery and human trafficking practices do not exist in our employment and working practices or within supply chains. We do not enter into business with any organisation which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

3. Embedding the policy

We will embed this policy through:

- Ensuring our employees are aware of the provisions of the Modern Slavery Act 2015 and the appropriate action to take if they suspect a case of slavery or human trafficking.
- The design of our recruitment and people management processes which ensure that all prospective employees are legally entitled to work in the UK and to safeguard colleagues from any abuse or coercion.
- Ensuring all employees and our suppliers' employees are paid at least the National Minimum Wage or the National Living Wage for workers aged over 23.
- Creating and ensuring a non-discriminatory and respectful working environment for our employees. We want all employees to feel confident that they can expose wrongdoing without any risk to themselves.
- Ensuring employees involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Making sure our procurement strategies and contract terms seek to ensure modern slavery and human trafficking are addressed throughout the procurement process.
- Ensuring that consideration of the modern slavery risks and prevention is added to our policy review process as an employer and procurer of goods and services.

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- Ensuring that employees involved in buying or procurement and the recruitment and deployment of workers receive support and guidance on modern slavery and ethical employment practices.
- Providing training as is considered necessary and relevant.
- Reviewing and updating this statement as necessary.
- Related policies and procedures
- Dignity at Work
- Whistleblowing
- Equality, diversity and inclusion
- Recruitment
- Responsibilities

Employees are responsible for ensuring their actions are in accordance with the provisions set out in this policy and raising any concerns about modern slavery and/or human trafficking with the Chambers Director.