

Modern Slavery Act Transparency Statement 2023

Introduction

This statement is made on behalf of Taylor Rose TTKW Limited t/a Taylor Rose MW (the 'Firm') pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act').

It constitutes the Firm's modern slavery and human trafficking statement for the financial year ending 30 September 2023, and is made within six months of that year end.

Organisational structure and supply chains

The Firm is registered in England and Wales with a registered number 09673088 and registered address at 58 Borough High Street, Southwark, London SE1 1XF.

The Firm employs approximately 650 people, and additionally has an extensive network of consultants of approximately 1000 and provides a wide range of legal services to its clients.

The Firm operates in the professional services sector as an alternative business structure and is authorised and regulated by the Solicitors Regulation Authority.

The Firm's supply chains provide goods, services and personnel to support the services provided to clients. A large proportion of the Firm's suppliers are professional advisers and experts who are instructed on client matters. The remainder provide goods and services for the day to day running of the business.

The Firm currently only operates in the United Kingdom, specifically the jurisdiction of England & Wales.

Policies in relation to slavery and human trafficking

The Firm strongly opposes all forms of slavery and human trafficking and is committed to taking steps to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of its business.

Ethical values and behaviours are promoted throughout the Firm in conjunction with the Anti-Slavery and Human Trafficking Policy.

The Firm has a zero-tolerance policy to modern slavery and human trafficking both within the business and its supply chains.

In addition, the Firm reviews annually several firm-wide policies, including but not limited to:

- Anti-Bribery, Corruption & Fraud Policy;
- Corporate Social Responsibility Policy;
- Employment and recruitment policies; and
- Whistleblowing Policy.

Due diligence and risk assessment management

As a legal services firm regulated by a professional regulatory body and not operating within a high risk industry, the Firm has deemed itself to be at low risk of slavery or human trafficking.

The Firm maintains a risk assessment to identify the level of risk, relevant to the type of business, including across the supply chain, from modern slavery and human trafficking.

Any recruitment the Firm undertakes is direct to market or through specified reputable recruitment agencies.

The Firm carries out due diligence when considering taking on new suppliers as well as reviewing the performance of existing suppliers.

The Firm's overall objective is to establish and maintain relationships with its suppliers to minimise the risk that slavery or human trafficking could occur within its own supply chains.

The Firm does not knowingly engage with businesses involved in modern slavery or human trafficking and will report any organisations where there are reasonable grounds to suspect their involvement.

The Firm expects all of its suppliers to comply with all laws and regulations applicable to their business.

It is acknowledged that there may be greater risk within the Firm's supply chains and that more work can be done to review and enhance the Firm's risk assessment process in this area.

Key performance indicators to measure effectiveness of steps being taken

This is the Firm's third statement.

The Firm has not been notified of any incidents of modern slavery or human trafficking during the year or to date but will investigate any allegations should they arise and take appropriate action accordingly.

The Firm will review and maintain the following measures to ensure the effectiveness of its approach to modern slavery:

- Staff awareness;
- Staff training; and
- Existing supply chains.

Training on modern slavery and trafficking

All staff are required to read and comply with the firm's Anti-Slavery and Human Trafficking Policy.

The Firm has deployed appropriate mandatory training to ensure all staff have the right level of knowledge and awareness in relation to modern slavery and human trafficking.

We are able to monitor completion of the training and ensure completion by all relevant staff.

The Firm also operates an effective Whistleblowing Policy.

Improvements have been made in procurement processes, with greater senior management oversight, better record keeping. A review of supplier due diligence processes is also underway.

Planning

The Firm will continue to ensure that the right controls and procedures are in place with its suppliers to identify, review and mitigate key risk areas.

The Firm is committed to continue progress over the next year and has identified the following continuing objectives:

- Review and refresh supplier due diligence procedures; and
- Include measures in broader ESG work.

Responsibility

It is the responsibility of the Compliance Officer for Legal Practice to ensure adherence to the Anti-Slavery and Human Trafficking Policy.

This statement was approved by the Board of Taylor Rose MW on 28 February 2024.

SIGNED



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Matthew Hoe

Director and Compliance Officer for Legal Practice