

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 August 2024.

ORWILLO AND CO SOLICITORS LTD ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

## Organisational Structure

ORWILLO AND CO SOLICITORS LTD and has business operations in the United Kingdom.

We operate in the Legal sector. The nature of our supply chains is as follows: Referrals, previous clients and website

For more information about the Company, please visit our website: [www.orwillosolicitors.com](http://www.orwillosolicitors.com) .

## Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - Orwillo and co solicitors will implement a process which would be included in the Office manual and one which ensure that upon recruitment, an employee's identity is confirmed, and they have a legitimate right to work in the UK to reduce the risk of employing forced labour or those who may be subject to human trafficking. During the next financial year ending 31 August 2025, the firm will offer as part of the Continuous Professional Development (CPD) the anti-slavery and human trafficking training to employees. The purpose of the training is to raise awareness of modern slavery and explain how employees can raise concerns about any issue or suspicion of modern slavery in any parts of our business or its supply chains.
- Whistleblowing policy - We aim to implement a policy and one which may be included in the office manual that would enables employees to raise concerns about how staff are being treated or practices within our business without fear of reprisal
- Staff code of conduct - At Orwillo and co Solicitors, we are committed to the fair treatment of all staff. We aim to upgrade our staff code of conduct in our office manual to reflects our core values and expected behaviours. The new code of conduct would makes it clear that we have a zero-tolerance approach to modern slavery

We make sure our suppliers are aware of our policies and adhere to the same standards.

## Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

## Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Creating an annual risk profile for key suppliers.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We consider that we operate in a high-risk environment because We aim to set up a robust list of countries to be reviewed annually for countries where there has being greater exposure to modern slavery and where human rights protections are limited; The immigration and criminal departments are sector that may produce clients that are vulnerable to modern slavery and the Firm will ensure that staff are properly trained to identify those that are vulnerable and make the necessary referral .

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

## **Effectiveness**

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.

## **Training Staff**

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.

## **Next Steps**

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- Have a commitment from senior leadership to tackle modern slavery, with director level responsibility and regularly review office manual to ensure that they are updated.

The statement was approved by the board of directors.

Mohamed Sourbah, Director  
ORWILLO AND CO SOLICITORS LTD