

## Modern Day Slavery Policy

<b>Name of Policy</b>	Anti-Slavery Policy			
<b>Department</b>	All Departments			
<b>Date of issue</b>	01/06/2023			
<b>Version</b>	V1	V1.2	V1.3	
<b>Approved by Director &amp; IP</b>	Farhad Naqvi & Alison McKnight			
<b>Amendments</b>	N/A	Change of Header 01/06/2023		
<b>Related Policies &amp; Procedures</b>	N/A			

This Policy outlines the position of Anchorage Chambers ('The Company') in relation to understanding and minimising the potential risk of modern slavery in relation to The Company.

The Policy reflects The Company's commitment to acting ethically and with integrity. The Company is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

The Company considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

### Scope:

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, trustees, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, suppliers and business partners, all of whom have a duty to comply with this and other policies designed to prevent modern slavery.



## **Recruitment:**

Our recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

The Company uses only specified, reputable employment agencies and always verifies the practices of any new agency it is using before accepting workers from that agency.

## **Business Associates:**

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. We expect third parties we work alongside to adopt the same approach, with a similar anti-slavery policy.

## **Risk Assessment:**

Due to the nature of The Company, we assess it as having a very low-level risk of modern

slavery. If, however, an employee:

- Believes or suspects that a breach of this policy has occurred or may occur in the future
- Has any concern or suspicion that may be an issue in respect of modern slavery in any part of our business, or within the supply chains of any third-party suppliers
- Is unsure about whether a particular act, the treatment of workers more generally, or their working conditions within the company constitutes any of the various forms of modern slavery

They are advised to speak to a manager or Company Director who will contact one of the following organisations if deemed appropriate:

- Modern Slavery Helpline,
- Gangmasters and Labour Abuse Authority
- Crimestoppers

This Policy will be reviewed on an annual basis unless changes to law or guidance require earlier review.