

Modern Slavery Policy Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Ellisons Legal LLP (Ellisons Solicitors) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ellisons has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

1. Our Business

1.1 Ellisons Solicitors provides legal advice and services in the following areas of law:

2. Services

2.1 Commercial Property

2.2 Residential Property

2.3 Personal Injury (Defendant – Insurance Litigation)

2.4 Personal Injury (Claimant)

2.5 Private Client (Wills, Trusts, Probate)

2.6 Family

2.7 Dispute Resolution

2.8 Employment

2.9 Corporate Commercial

Advice and assistance is provided on a private basis only and we do not offer legal aid.

Ellisons Solicitors is constituted as an Limited Liability Partnership (LLP). Its administration is undertaken from Headgate Court, Head Street, Colchester CO1 1NP.

3. Our policies

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

- 3.1 Anti-slavery policy - This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- 3.2 Recruitment policy - We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- 3.3 Whistleblowing policy - We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

4. Our suppliers

- 4.1 Ellisons Solicitors operates a supplier outsourcing policy. We conduct due diligence on suppliers before allowing them to become a supplier which include taking due regard of the obligations required by modern slavery regulations.

5. Raising awareness

- 5.1 We raise awareness internally through usage of our intranet and publication of our modern slavery statement within the firm.

6. Our performance indicators

- 6.1 We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if there are no reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

7. Review of this policy

- 7.1 This policy is reviewed on a regular basis in line with our annual office manual reviews.

8. Person responsible for this policy

- 8.1 The person with day to day responsibility for this policy is our HR Manager who is in charge of our HR policies and procedures. The person with overall responsibility for the policy is the Compliance Officer for Legal Practice (COLP).

Signed: Graeme Wallington

Partner and Compliance Officer for Legal Practice (COLP)