

1. INTRODUCTION

This statement is published pursuant to Section 54 of the Modern Slavery Act 2015 on behalf of Weil, Gotshal & Manges (London) LLP, a limited liability partnership incorporated in England and Wales under number OC400678 (“Weil London”) and authorised and regulated by the SRA under number 623206. References to “we”, “our” or “the firm” in this statement are references to Weil London.

This statement describes the actions and activities taken by Weil London to identify and remedy modern slavery risks in our business practices and supply chains, and indicates any new steps taken during the financial year 1 January 2024 to 31 December 2024.

We are committed to high standards of professionalism, integrity and ethics in conducting our business. In relation to our own business, we have processes in place to ensure we comply with all applicable employment law requirements relating to employee terms and conditions, including pay, as well as providing an extensive benefits scheme. We do not tolerate any form of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains. We are committed to ensuring that our business practices and supply chains are free from all forms of modern slavery and human trafficking.

2. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Weil London provides legal services across a wide-range of disciplines and sectors from the U.K. We are the London office of the international law firm Weil, Gotshal & Manges LLP whose headquarters are in New York, U.S. In Weil London, there are 51 partners and 355 employees (lawyers and business services staff).

Our supply chains include suppliers of office and IT equipment, recruitment agencies supplying personnel, office cleaning and facilities services, travel services, and professional services such as accountants, solicitors and barristers.

3. OUR APPROACH

RISK ASSESSMENT

In 2024, we continued to monitor our supply contracts by size and risk profile as part of our existing procurement processes and continued to assess the risk of slavery or trafficking being present. Due to the nature of our business (including our regulated status), our existing robust recruitment and hiring processes, our existing procurement processes and our straightforward supply chains, we assess that there is a very low risk of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains. To date, we have not identified any modern slavery in our supply chains.

The main area of risk that we have identified continues to relate to the outsourcing of catering, office cleaning, travel services and security and maintenance services.

We take the following steps to mitigate the risks:

TRAINING

Our Code of Conduct, which sets out the ethical standards we expect all Partners and employees at the Firm to meet, makes clear our commitment to adhere to all laws and regulations that apply to our work activities and to demonstrate ethical behaviour in all of our decisions and interactions.

We continue to provide training and appropriate guidance materials to relevant staff who have procurement responsibilities, including all relevant new joiners. This training continues to provide further information on helping staff recognise the risks of modern slavery and human trafficking in our business and supply chains. We plan to rollout this online training again in 2025 to ensure all those in relevant roles are fully informed of the risks.

SUPPLIER SELECTION

We continue to incorporate questions relating to modern slavery as part of the process for selecting contractors and evaluating their performance and obtain Modern Slavery Statements from our suppliers (where applicable) and any other relevant policies and procedures they have.

In 2024 we undertook an additional audit of two of our key cleaning and building services suppliers. Both suppliers were able to provide evidence that they had complied with our modern slavery and anti- human trafficking requirements. We plan to undertake similar audits every two years.

CONTRACTUAL ARRANGEMENTS

We continue to ensure that, where appropriate, suppliers' contracts include an anti-slavery and human trafficking clause. Typically, such a clause gives us the right to terminate agreements with suppliers where there are reasonable grounds to suspect involvement in conduct that contravenes anti-slavery legalisation. To date, we have not been required to invoke such a clause.

When instructing solicitors, we endeavour to use our template engagement letter which requires solicitors to warrant that neither they nor their employees or contractors have been the subject of any investigation in connection with slavery or human trafficking, that they will maintain preventative anti-slavery policies throughout their engagement, and they will immediately notify us if they become aware of any suspected slavery in their supply chain. The template also includes grounds to terminate based on contravening any anti-slavery or human trafficking legislation.

We also agree KPIs with some of our key suppliers which are monitored on a monthly basis. In 2025, we will continue to review, develop and evaluate these KPIs in relation to compliance with modern slavery and anti-human trafficking legislation with our key suppliers.

SPEAKING UP

Weil London's Whistleblowing and Speak-Up policy, which is contained in our London handbook, includes procedures pursuant to which anyone at the firm who has concerns about modern slavery and human trafficking in, or relating to, Weil London should report such concerns. The aim of this procedure is to ensure that anyone at the firm is confident they can raise their reasonably held concerns without fear of reprisal or detrimental treatment because they have reported their concerns. This reporting procedure assists the firm in monitoring and reviewing the risk areas identified and ensures that the firm continues to develop appropriate risk management systems to counter any form of slavery, servitude, forced or compulsory labour or human trafficking in the supply chain. This is underpinned by a strong 'compliance culture' which is encouraged by senior management.

We also mitigate against the risk of facilitating those who may be involved in criminal activities, including modern slavery or laundering the proceeds, through our robust AML policies, procedures and controls, which involve scrutiny of all our clients.

U.K. LIVING WAGE EMPLOYER

At Weil, our commitment to employee wellbeing and fair pay extends to our support for the ongoing work of the London Living Wage Foundation, which we officially joined in 2023, in monitoring the development and implementation of both the Living Wage and the London Living Wage. We, and our suppliers, are committed to paying the Living Wage within the U.K. and seek continually to promote the benefits of adopting fair employment practices through our supply chains. We recognise the economic challenges faced by

our employees, and by those employed by our suppliers, in the City of London, and we are dedicated to ensuring that Weil's, and our suppliers', remuneration practices align with the principles of this vital standard as a minimum.

EMPLOYMENT LEGISLATION

Weil's commitment to employee wellbeing and fair pay is underpinned by strict adherence to local employment laws and regulations. Our policies and practices are created and developed to align with U.K. employment law, including those governing working conditions, pay, working hours, and benefits. We regularly review and update our policies to reflect any changes in employment legislation, and we invest in ongoing training for our HR teams to ensure a thorough understanding and application of employment laws.

EMPLOYEE WELFARE

We recognise that employee wellbeing extends beyond physical safety, encompassing mental health, work-life balance, and personal development. We provide access to free mental health resources, fostering a supportive and inclusive work environment, and offering flexible work arrangements to accommodate diverse needs. We regularly review our pay structures to ensure they align with current legal industry standards and reflect the value of each employee's skills and contributions.

4. MANAGEMENT APPROVAL

This statement was approved by Weil London Partners on 20 March 2025, who will review and update it annually.

SIGNATURE

SIGNED BY:



A handwritten signature in black ink, appearing to read 'D. Avery-Gee'.

David Avery-Gee
Co-Managing Partners
London



A handwritten signature in black ink, appearing to read 'Jonathan Wood'.

Jonathan Wood
Co-Managing Partners
London

on behalf of Weil, Gotshal & Manges (London) LLP

DATE:

20 March 2025