



O'Neill Patient
SOLICITORS LLP

Anti-Slavery & Human Trafficking

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1 Introduction

In adherence to our Policy of Corporate Social Responsibility (**COM-POL-014**), O'Neill Patient Solicitors LLP (ONP) wishes to set down a commitment to preventing the unintentional support of activities relating to human trafficking or modern slavery in the Firm's business or ONP's supply chains.

ONP recognises the duty to be alert to risks, however small, and all Employees are expected to report any concerns to Management, who have a responsibility to act upon them.



2 Organisational Structure & Supply Chains

ONP are committed to ensuring that there is no human trafficking or modern slavery within our supply chain.

The following details our approach to preventing this.

2.1 Due Diligence

The Firm undertakes due diligence when considering enlisting new Suppliers or Third Parties, and regularly reviews its existing contracts. ONP endeavour to make clear their position on modern slavery to all Suppliers, and outline expectations clearly. Any failure of Suppliers to comply with the Firm's expectations concerning the risks of modern slavery will result in action, which will likely result in a termination of the business relationship.



3 Supporting Human Rights

In addition to the statements in ONP's Corporate Social Responsibility Policy (**COM-POL-014**), the Firm aims to engage with Suppliers who can provide evidence of their support for Human Rights. It is of the utmost importance that there is no record of any infringement of our Suppliers on Human Rights, with considerable concern being granted to those of children.

All Suppliers will be asked to promote the purchase of goods from companies which operate in full compliance with the laws of their respective countries, adhering to all applicable rules, regulations and laws on:

- child labour;
- hiring;
- wages;
- hours worked;
- overtime;
- working conditions.

ONP do not wish to be associated with, or party to, any infringement on human rights in the production or supply of equipment or services to the Firm's offices. Examples of this include our IT Suppliers, who support the Universal Declaration of Human Rights in all spheres of influence, upholding freedom of association, and recognising the right to collective bargaining, and refuse to utilise or promote forced or child labour of any kind.



4 Version History & References

4.1 Version History

Date	Version	Description	Editor
Oct 16	0.1	Initial policy draft.	Alison Brown
Oct 16	0.2	Conversion to HS, heading updates, references added.	Alexandra Bowe
Oct 17	0.3	Annual Review	Alison Brown
Oct 18	1.0	Annual Review	Alison Brown/ Robin Higham

4.2 References

Internal Reference Documents	COM-POL-014 Corporate Social Responsibility
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