

Douglas Scott Modern Slavery & Human Trafficking Statement | *2022*

The Modern Slavery Act 2015 (MSA) is aimed at fighting crimes of slavery and human trafficking. Slavery and human trafficking take various forms including servitude and forced and compulsory labour. The UK government recognises that business can help combat these crimes particularly with increased transparency in supply chains.

This statement is made as part of Douglas Scott's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 and seeks to demonstrate our commitment to ensuring complete transparency throughout our supply chain and throughout our business.

We take our responsibility for supplying staff seriously, and ensure that our internal processes, governed by an internal quality management system, ensures employees are aware of, and alerted to, signs of exploitation throughout our business operating model.

Structure.

Douglas Scott are a privately-owned recruitment business, headquartered in Manchester, who recruit for the legal and finance sectors only. We have successfully placed candidates into the leading law firms including those ranked in the Top 50, UK 200, Legal 500 and Chambers.

We are award-winning legal recruitment experts with offices in London, Birmingham, Manchester, Leeds and Bristol. Our client base spans the UK's local, regional and national legal practices and the in-house legal departments embedded within the country's small, medium and large enterprise.

Douglas Scott is a member of The Association of Professional Staffing Companies (APSCo).

Due diligence.

In order to assess the risk of modern slavery we endeavour to do the following with all of our suppliers before entering into a commercial agreement with them:

- When engaging with suppliers to Douglas Scott, we request evidence of their own policies and procedures including relevant commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing.
- We review the potential for risk at regular intervals, including spot checks with suppliers, or more formal requests for policies

Training.

All of our staff receive training and support that is relevant to their role. In particular:

- o Checking Right to Work in the UK
- o Discrimination in general recruitment practices
- o Modern slavery and human trafficking

Regardless of role within the business, we aim to instil best practice and ask our experienced employees to use their professional judgement and experience when engaging with a colleague, a candidate, a client or anyone in our supply chain, and the knowledge to escalate any concerns through the correct channels internally – reporting to Aimee Rwathore, Operations Manager and/or Rachel Barton, HR Manager.