

Modern Slavery and Human Trafficking Statement

At Arc Pensions Law we strive to demonstrate that we take our corporate responsibilities seriously and uphold our integrity through our conduct and values.

Our annual turnover is below the level at which we are legally obliged to comply with the Modern Slavery and Human Trafficking Act 2015. Nonetheless, because of the importance of the issue, we have opted to voluntarily publish a statement including the pragmatic steps we have taken.

Modern slavery and human trafficking includes violence, servitude, forced labour, debt bondage and many other horrors. It was reported in 2016 that an estimated 40.3 million human beings were victims of modern slavery, one in four being children. The National Crime Agency's National Referral Mechanism 2017 statistics stated that victims from 116 different nationalities were reported – this demonstrates the global prevalence of modern slavery and human trafficking. As we are a UK-only business the statistics closer to home are perhaps more relevant: the police in England and Wales recorded 2,255 modern slavery crimes up to March 2017, still a very significant number.

Arc Pensions Law robustly supports all efforts to eliminate modern slavery and human trafficking. In upholding our corporate responsibilities we are vigilant to ensure as best we can that no modern slavery or human trafficking occurs within our firm or our supply chains, all based within the UK. We want to do our part and do it as best we can. The pragmatic steps we have taken are the following.

Staff Awareness

Arc Pensions Law does as much as reasonably possible to make sure all our staff are aware of the signs of modern slavery and human trafficking occurring. We send all staff an annual statement on modern slavery and human trafficking and include it as part of our induction with any new staff.

One senior member of our team, with a key role in managing our supply chain, has voluntarily completed training on the present dangers of modern slavery and human trafficking. We believe having this senior team member undertake specific training on modern slavery and human trafficking helps raise awareness within our firm and beyond.

Suppliers and Business

To ensure an understanding of the risks of modern slavery and human trafficking in our UK supply chains and within our business, we share our modern slavery and human trafficking statement with all existing and new suppliers. When contracting any new suppliers we take into consideration whether the role or location is proportionately high on the modern slavery index in our initial diligence assessment.

All our suppliers are expected to adhere to all laws in relation to modern slavery and human trafficking. We immediately report any suspicions of involvement of modern slavery or human trafficking based on reasonable and proportionate grounds.