

Statement on Human Trafficking and Modern Slavery (in compliance with the Modern Slavery Act 2015 (the "Act"))

1. Introduction

Thompsons Solicitors LLP is a limited liability partnership providing legal services across the UK. Our mission is to be the leading legal advisors to the Trade Union and Labour movement and to victims of injury. We believe that the Trade Union and Labour movement offers the most effective protection for the rights and interests of working people.

We actively endorse the International Labour Organisation's Declaration of Fundamental Principles and Rights at Work and work closely with the Labour movement to uphold these values.

This statement outlines the steps we take to identify, assess and mitigate modern slavery risks across our operations and supply chains, in line with evolving best practice

2. Our Commitment

We maintain a zero-tolerance approach to all forms of modern slavery, including forced labour, bonded labour, and human trafficking. We are committed to acting ethically, ensuring transparency, and implementing effective controls to prevent modern slavery in our business and supply chains.

3. Our Organisation and Governance

Details of our structure, governance, and regulatory arrangements can be found on our main [website](#). We are regulated by the Solicitors' Regulation Authority and operate in accordance with its Code of Conduct, with oversight of modern slavery risks managed through senior leadership, HR and procurement functions.

4. Our Actions

A. Supply Chain Management

- We adopt a risk-based approach to supplier due diligence, including onboarding checks, contractual controls and ongoing monitoring of higher-risk suppliers.
- We conduct due diligence during procurement and review suppliers annually to ensure compliance with our ethical standards.
- We reserve the right to terminate contracts where suppliers fail to address or mitigate risks related to modern slavery.

B. Employment Practices

- We demonstrate compliance with the Solicitors Regulation Authority code of conduct
- We are an accredited Real Living Wage Employer, ensuring all staff are paid above the statutory minimum.
- We maintain robust recruitment and employment practices, including right-to-work checks, fair pay, union recognition and clear contractual standards.
- We actively recognise and support staff unions.
- Our whistleblowing policy provides a safe and confidential mechanism for employees to raise concerns without fear of retaliation.

5. Training and Awareness

We provide all employees with access to the UK Home Office's Modern Slavery Awareness and Victim Identification Guidance via our intranet. This forms part of our onboarding process, with employees required to confirm completion. We also provide training to new joiners of the firm as part of their induction programme to support awareness of modern slavery risks, indicators and reporting routes.

6. Risk Assessment

We have considered the potential risks of modern slavery within our firm and supply chains. Given the nature of our work and workforce, we assess the overall risk within our directly employed workforce and client work as low. Some increased risk may arise in relation to our supply chain, particularly in outsourced services such as cleaning or facilities management. We mitigate this risk through supplier due diligence, contractual safeguards and ongoing monitoring.

We keep this assessment under periodic review.

7. Approval

This statement relates to actions and activities during the financial year 1 May 2025 to 30 April 2026.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and has been approved by the Members of Thompsons Solicitors LLP.

Signed:



Chief Executive

Designated Member

Date: 19 June 2026