

Group Modern Slavery Statement

Financial year ending
30 April 2016

This statement comprises the modern slavery statement of Simmons & Simmons LLP in compliance with the Modern Slavery Act 2015. It sets out the steps that Simmons & Simmons has taken during the financial year ending 30 April 2016 to ensure that modern slavery is not taking place in our business or our supply chain.

At Simmons & Simmons, we seek to provide legal services according to the highest ethical and professional standards and we take our responsibilities to our clients, our people, our suppliers and the communities in which we do business seriously.

We have won a number of awards, which recognise the hard work we have put into ensuring fair and non-discriminatory treatment of firm employees (e.g. Top 30 Employer for Working Families, Stonewall Star Performer), and also to ensuring fair access to all sections of society (e.g. International CSR Excellence Award for our Young Talent programme).

We are proud of our culture of corporate responsibility, of which an important component is the commitment to preventing modern slavery in all its forms.

The firm's business and risk profile

Simmons & Simmons LLP is an international law firm, working in locations across Europe, Asia and the Middle East. We focus on four key sectors: asset management & investment funds, energy & infrastructure, financial institutions, life sciences and technology, media & telecommunications (TMT). We also have significant expertise in the energy and infrastructure market.

We have more than 900 legal staff world-wide, and we operate in the following countries:

- England and Wales
- France
- The Netherlands
- Spain
- Germany
- Italy
- Belgium
- Luxembourg
- Qatar
- UAE
- Singapore
- Hong Kong
- China
- Japan

As a supplier of legal services, we operate in a sector which is at relatively low risk of modern slavery occurring. Furthermore, the majority of the countries in which we operate are ranked as low risk by the Global Slavery Index, and we do not have an extensive supply-chain.

Measures to combat modern slavery

Despite this low risk, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our trained and experienced HR department oversees recruitment of office staff, and ensures that appropriate checks are carried out before taking a new member of staff on.

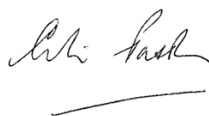
Once at Simmons & Simmons, our staff are protected by our comprehensive range of policies which reflect our commitment to acting ethically and with integrity at all times. Relevant policies, which are firmly entrenched in the way we do business, include:

- Human Rights Policy
- Diversity and Inclusion Policy
- Ethics Policy
- Bullying and Harrassment Policy
- Grievance Procedure
- Anonymous whistleblowing hotline
- A Health and Safety Policy Statement, and procedures

Before taking on a new client, we check its record on human rights against available websites, which would include instances of modern slavery.

Simmons & Simmons only deals with reputable and well-established suppliers of goods and services, and carries out risk-based due diligence on its suppliers.

We have this year created a group, whose members include the firm's General Counsel and Senior Partner, the remit of which is to assess the main areas of modern slavery risk within the firm's global operations, and to take actions to mitigate those risks. In particular, the group will consider its supply chain, and whether there are any particular locations or category of supplier which present a higher risk of modern slavery, and where more therefore needs to be done to combat modern slavery.



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