

# LITTLETON

---

## **Littleton Chambers: Modern Slavery Statement**

Littleton Chambers takes a zero-tolerance approach to any form of modern slavery and is committed to operating ethically and with integrity throughout all aspects of our work. We strive to maintain our professional workspace that make our clients proud.

As of October 2015, the UK Government put forward the Modern Slavery Act, to address all forms of human trafficking and slavery. This includes coerced labour, compulsory labour, deprivation of personal freedom, or facilitating the movement of people for exploitation. Section 54 requires large organisations to undertake a slavery and human trafficking statement, to be updated each financial year.

### **The Littleton Business**

Littleton has many policies set out to ensure we deliver strong performances throughout our organisation. These also include policies to prevent acts of modern slavery and human trafficking. We have policies on Anti Bribery, Complaints, Diversity, Equal Opportunities, Grievance, Personal Harassment, Recruitment, Right to Work, Whistleblowing and Work Internship. We fully support and respect the protection of internationally proclaimed human rights, including but not limited to the Modern Slavery Act of 2015 in the United Kingdom.

Littleton's Supplier Code of Conduct requires suppliers to ensure that workers are not treated in harsh or inhumane ways, or in any way that is contrary to UK law relating to modern slavery and human trafficking. We also take steps to ensure that our suppliers are aware of our policies, and we expect them to adhere to our standards.

### **Our minimum requirements**

1. Working Hours: Holiday and rest days are provided in accordance with all staff's employment contracts. Time off in lieu is granted whenever overtime is due. This is properly documented and paid.
2. Salaries: Salaries are paid to each member of staff in accordance with their employment contracts, and meets or exceeds minimum good practice, sufficient to meet basic human needs.
3. Colleague behaviours: Colleagues are permitted to freely associate with others, form or join organisations of their choice, to the extent that it does not disrupt daily work commitments to Littleton.
4. Discrimination: Discrimination at work is not tolerated, at recruitment stage or during employment. Discrimination factors that are not tolerated include: race, ethnicity, religion, age, sex, marital status or sexual orientation.
5. Forced Labour: No form of forced or compulsory labour is ever bestowed upon any staff member at Littleton Chambers.
6. Child Labour: Littleton Chambers does not employ any person who is below legal working age.
7. Human trafficking and slavery: not engaging in, supporting or promoting human trafficking or any form of slavery, as defined in the Modern Slavery Act 2015.
8. Suppliers: Littleton ensures that our suppliers are working in-line with our beliefs and standards when it comes to our zero-tolerance approach to Modern Slavery, as defined in the Modern Slavery Act 2015. We maintain a preferred supplier list, conducting due diligence to ensure any organisation we work with has never been convicted of offences relating to modern slavery.
9. Staff Training: Littleton engages with all colleagues on many important matters, including our policies relating to modern slavery and human trafficking.

Clare Bello, Chambers Director, Littleton Chambers