

44. Modern Slavery

Policy

Definitions

3pm considers that modern slavery to encompass:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restrictions placed on freedom of movement.

Commitment

3pm acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Company understands that this requires an ongoing review of both its internal practices in relation to its staff and, additionally, its supply chains.

The Company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No staff provided to the Company in the pursuance of the provision of its own services are obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant UK employment legislation and in many cases exceeds those minimums in relation to its employees.

Potential exposure

In general, the Company considers its exposure to slavery/human trafficking to be limited and to its knowledge, has never conducted any business with another organisation which has been found to have involved itself with modern slavery.

3pm will always take necessary steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it. Steps may include:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- putting measures in place to identify and assess the potential risks of modern slavery in our supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- providing training to staff on modern slavery.

The logo for 3pm, consisting of the letters '3pm' in a large, bold, black sans-serif font.

Modern Slavery Policy

May 2024

Signed for and on behalf of RLF 3pm LLP

May 2024



James Buckley-Walker
Partner

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Partner

Rob Burborough
Partner

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3pm