

C L I F F O R D
C H A N C E






HUMAN RIGHTS & MODERN SLAVERY

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The firm is a signatory to the UN Global Compact and supports the UN Sustainable Development Goals. We seek to protect human rights in our business and in our supply chains by encouraging behaviours and practices that are aligned with our global [Human Rights](#) and [Slavery and Human Trafficking](#) policies and [Modern Slavery Act Transparency Statement](#). These include commitments to respect human rights consistent with the UN Guiding Principles on Business and Human Rights and the UN Global Compact, and to take steps to ensure that modern slavery in all its forms does not occur in our business or in our supply chains.

This section sets out the minimum standards we expect from our suppliers regarding human rights and modern slavery:

Minimum standards:

 <p>Legal Compliance & Standards</p>	<ol style="list-style-type: none"> 1. The Supplier shall comply with all applicable laws (whether at an international, national, federal, state or local level) and not engage in any activity, practice or conduct that would constitute an offence under section 1, 2 or 4 of the Modern Slavery Act 2015. 2. The Supplier shall respect all internationally recognised human rights consistent with the UN Guiding Principles on Business and Human Rights and the UN Global Compact, including by adopting behaviours and practices that are aligned with our global Human Rights and Slavery and Human Trafficking policies.
 <p>Business Operations</p>	<ol style="list-style-type: none"> 1. The Supplier shall ensure that modern slavery is not used in its operations, including any forced, bonded or compulsory labour, or any other forms of slavery, child labour or human trafficking 2. The Supplier shall ensure that all its personnel are afforded the freedom to choose employment voluntarily; 3. The Supplier shall take appropriate steps to ensure a safe and hygienic working environment is provided to all its personnel 4. The Supplier shall ensure that all its personnel are entitled to work and to be paid for a minimum level of working hours, that working hours are not excessive, and that working hours comply at least with international conventions; and 5. The Supplier shall ensure appropriate disciplinary, grievance and whistleblowing mechanisms for human rights and modern slavery issues are in place.
 <p>Training & Awareness</p>	<ol style="list-style-type: none"> 1. The Supplier shall ensure that all employees within its business understand what modern slavery is and the circumstances in which it may occur, are aware of modern slavery risk indicators and are equipped to identify instances of possible slavery and human trafficking. 2. The Supplier shall ensure that relevant decision-makers within core functions have the requisite level of knowledge and understanding of modern slavery risks that will enable them to identify issues and address them appropriately
 <p>Reporting</p>	<ol style="list-style-type: none"> 1. The Supplier shall promptly notify Clifford Chance if it identifies any incidences of modern slavery within its business and/or supply chain.

WHY CLIFFORD CHANCE
OUR INTERNATIONAL NETWORK



32 OFFICES
22 COUNTRIES

ABU DHABI	FRANKFURT	NEWCASTLE	SINGAPORE
AMSTERDAM	HONG KONG	NEW YORK	SYDNEY
BARCELONA	ISTANBUL	PARIS	TOKYO
BEIJING	LONDON	PERTH	WARSAW
BRUSSELS	LUXEMBOURG	PRAGUE	WASHINGTON, D.C.
BUCHAREST	MADRID	ROME	
CASABLANCA	MILAN	SÃO PAULO	
DUBAI	MOSCOW	SEOUL	KYIV ¹
DÜSSELDORF	MUNICH	SHANGHAI	RIYADH ²

1. Clifford Chance has a best friends relationship with Redcliffe Partners in Ukraine.

2. Clifford Chance has a co-operation agreement with Abuhimed Alsheikh Alhagbani Law Firm in Riyadh.

CLIFFORD CHANCE

Document Owner: Procurement

Approved By: Director of Procurement & Chief Risk & Compliance Officer

Date Approved: 16th September 2020

Date for Review: September 2021

Version: 1.0

Clifford Chance, 10 Upper Bank Street, London, E14 5JJ

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Registered office: 10 Upper Bank Street, London, E14 5JJ

We use the word 'partner' to refer to a member of Clifford Chance LLP, or an employee or consultant with equivalent standing and qualifications

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