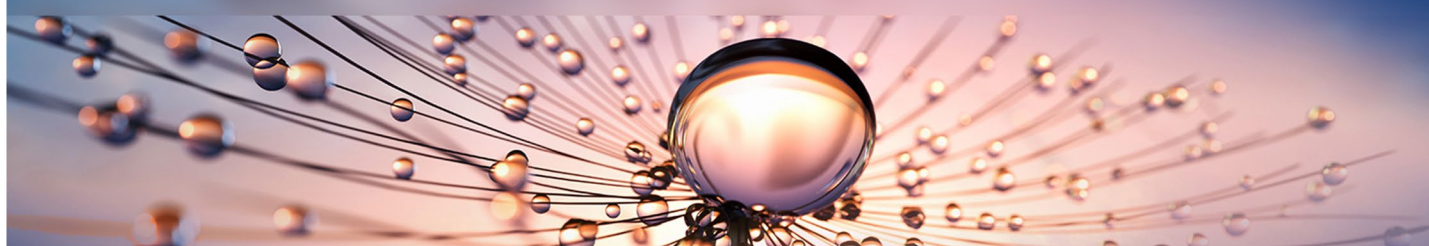


**C L I F F O R D**  
**C H A N C E**







**HUMAN RIGHTS & MODERN SLAVERY**  
MARCH 2024

# HUMAN RIGHTS & MODERN SLAVERY

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><b>Legal Compliance &amp; Standards</b></p>	<ol style="list-style-type: none"> <li>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.</li> <li>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 <a href="#">Human Rights</a> and <a href="#">Slavery and Human Trafficking</a> policies.</li> </ol>
 <p><b>Business Operations</b></p>	<ol style="list-style-type: none"> <li>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.</li> <li>2) The Supplier shall ensure that all its personnel are afforded the freedom to choose employment voluntarily.</li> <li>3) The Supplier shall take appropriate steps to ensure a safe and hygienic working environment is provided to all its personnel.</li> <li>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</li> <li>5) The Supplier shall ensure appropriate disciplinary, grievance and whistleblowing mechanisms for human rights and modern slavery issues are in place.</li> </ol>
 <p><b>Training &amp; Awareness</b></p>	<ol style="list-style-type: none"> <li>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.</li> <li>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.</li> </ol>
 <p><b>Reporting</b></p>	<ol style="list-style-type: none"> <li>1) The Supplier shall promptly notify Clifford Chance if it identifies any incidences of modern slavery within its business and/or supply chain.</li> </ol>

# CLIFFORD CHANCE

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