

# Modern Slavery & Human Trafficking Statement

Financial year ending: 31 December 2025

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## Introduction

This Modern Slavery & Human Trafficking Statement is published by Talbots Law Ltd for the financial year ending **31 December 2025** in accordance with **Section 54 of the Modern Slavery Act 2015**, which requires organisations with a turnover of £36m or more and operating in the UK to publish an annual statement detailing the steps taken to ensure that modern slavery and human trafficking are not taking place in their business or supply chains.

Talbots Law is committed to acting ethically, responsibly, and with integrity in everything we do. We recognise that modern slavery remains a pervasive global issue, and we are committed to continuous improvement in our efforts to identify, prevent, and address it.

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## Our Organisation, Structure & Supply Chains

Talbots Law is a leading regional provider of legal services with offices across the Midlands. Our work is predominantly professional services delivered directly by our employees. As a result, the inherent risk of modern slavery within our direct operations is low. However, we recognise that risks may be present in aspects of our supply chain, including:

- Facilities and building management
  - IT hardware and equipment procurement
  - Professional services sourced externally
  - Outsourced services where labour is more vulnerable to exploitation
  - Our supply chains operate primarily within the UK, with indirect exposure globally through technology and office-related goods.
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## Our Policies & Governance

We maintain several policies that support our commitment to preventing modern slavery, including:

- Anti-Slavery & Human Trafficking Policy
- Whistleblowing Policy

- Recruitment & Vetting Procedures
- Supplier Standards & Ethical Procurement Expectations
- Equality, Diversity & Inclusion policies

These policies embed expectations of dignity, fairness and respect—core to our values and culture as an employer.

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## **Due Diligence in Our Supply Chains**

We apply proportionate due diligence measures that reflect our size, risk profile and supply chain complexity, consistent with Home Office guidance calling for practical and action-oriented reporting.

Our approach includes:

- Risk-based supplier assessments during onboarding
  - Ethical clauses requiring prohibition of forced labour, trafficking, and document retention
  - Monitoring of higher-risk suppliers
  - Ensuring suppliers cascade equivalent standards through their own supply chains
  - We expect our suppliers to comply with UK law and international human-rights standards.
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## **Risk Assessment & Management**

While our inherent risk as a professional services firm is low, we continue to assess potential risks, informed by updated 2025 Home Office Statutory Guidance recommendations to focus on risk identification, mapping and realistic transparency.

Key risk areas include:

- Cleaning, security, facilities or other outsourced labour
- IT equipment supply chains with overseas manufacturing
- International third-party service relationships
- We prioritise supplier areas where workers may be more vulnerable and take action accordingly.

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## 6. Training & Awareness

All colleagues receive training during induction, with refresher modules provided for relevant roles and colleagues returning from long-term absence.

Training covers:

- How to recognise signs of exploitation
- How to report concerns
- Roles and responsibilities under the Modern Slavery Act

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## 7. Measuring Effectiveness & Continuous Improvement

We evaluate our progress using the following indicators:

- Number of supplier checks completed
- Action taken where concerns arise
- Improvement in supply-chain visibility
- Training completion rates
- Feedback gathered from managers and colleagues

The 2025 guidance encourages organisations to demonstrate evidence of improvement, transparency about risks, and forward-looking commitments.

In the coming year, we aim to:

- Strengthen supplier mapping for higher-risk categories
- Expand training for procurement-linked colleagues
- Increase supplier engagement
- Improve documentation of supplier assessments

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## 8. Reporting Concerns

Anyone with concerns relating to modern slavery—whether involving Talbots operations or our supply chains—is encouraged to raise this through:

- Directors and line managers

- Compliance Team
- Our confidential Whistleblowing Process

We do not tolerate victimisation of anyone raising concerns in good faith.

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## 9. Approval & Signature

This Statement has been approved by the **Board of Directors of Talbots Law Ltd**, in accordance with Section 54(6) of the Modern Slavery Act 2015, which requires board approval and a signature from a director.

**Signed:**



**Dave Hodgetts**  
**Chief Executive Officer & Director**  
Talbots Law Ltd

**Date:** 25 June 2026

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## 10. Publication

In line with legal requirements:

- This statement will be published on the homepage of Talbots Law's website via a clear and prominent link.
  - It will remain accessible for future reference, along with previous years' statements.
  - It will be updated annually, within six months of our financial year-end.
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