

### Organisation

This statement applies to Bott and Company Solicitors Ltd. (referred to in this statement as 'the Organisation'). The information included in the statement refers to the Organisation's financial year 2021 (which coincides with the calendar year).

### Organisational Structure

The Organisation has 1 (one) office and is based at St Ann's House, Parsonage Green, Wilmslow, Cheshire, SK9 1HG. There are no branch offices or other offices.

The Organisation is a firm of Solicitors controlled by a board of directors which specialises in representing individuals who have consumer disputes.

The labour supplied to the Organisation in pursuance of its operation is carried out in the North West of England. Some labour will be supplied via our office in Wilmslow, Cheshire and the remainder are via people working remotely from their homes.

### Definitions

The Organisation considers that modern slavery encompasses:

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

### Commitment

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

The Organisation 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 labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

### Supply Chains

To fulfil its activities, the main supply chains of the Organisation include those related to the provision of legal services. Our product is a professional service (which is either provided on a time costed basis or on a fixed fee). Therefore, our supply chain will be in the facilitating of our professional service. This will include the infrastructure etc in our premises in Wilmslow, the

infrastructure in allowing our staff to remote work and the facilitation of our service such as contracts with medical reporting organisations and barristers.

## Potential Exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in any of the lower paid jobs in the provision of infrastructure in our premises in Wilmslow.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken 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.

## Impact of COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organisation, as it did for others across the nation.

The Organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

The Organisation publishes this statement for the year Organisation Financial year (calendar year) 2021.

The Organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

The reason for this conclusion is that the Organisation's suppliers have remained the same throughout the pandemic.

Homeworking was swiftly implemented in March 2020 which meant that its premises, from which it usually conducts day to day business, were temporarily closed. Several of our workforce were placed on furlough because of the drop in demand for our services, meaning there were no additional temporary labour needs.

During the pandemic, the Organisation's employees still had access to the grievance procedure to raise any concerns that they may have had.

The Organisation took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence in line with the company sick pay scheme.

The Organisation's modern slavery risks shall remain subject to the same monitoring procedures during the pandemic as at all other times.

## Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

The Organisation considers its exposure to slavery/human trafficking to be relatively limited. Therefore, we have not taken active steps to seek out any instances of slavery/human trafficking.

However, over the course of 2021 we will enhance our understanding of the potential exposure and the steps that we may consider could include the following:

- reviewing your supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- any actions taken to embed a zero-tolerance policy towards modern slavery
- any training provided to staff on modern slavery.

## Key Performance Indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

The Organisation considers its exposure to slavery/human trafficking to be relatively limited.

We will review this Statement on a yearly basis and decide if it is sufficient to address the potential exposure.

## Policies

The Organisations Recruitment Policy further defines its stance on modern slavery.

## Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, David Bott, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be

reviewed each financial year.

Date of approval: 1 February 2023

Signed:



Print name: David Bott  
Job Title: Senior Partner  
Date: 1 February 2023