

Cookies on Modern slavery statement registry

We use some essential cookies to make this website work.

We'd like to set additional cookies to understand how you use Modern slavery statement registry, remember your settings and improve government services.

We also use cookies set by other sites to help us deliver content from their services.

Accept additional cookies

Reject additional cookies

[View cookies](#)

 **GOV.UK**

Menu ▼

**Modern slavery statement
registry**

BETA This is a new service – your [feedback](#) will help us to improve it.

< [Back](#)

TRIVERS SMITH LLP modern slavery statement summary (2022)

▶ [Organisation address](#)

We asked the organisation a series of questions about its modern slavery statement. Its answers are published on this page as a statement summary.

▶ [What is a modern slavery statement?](#)

Link to full statement

[Go to full modern slavery statement on organisation's website](#)

PDF version of the statement (optional)



The file has been uploaded directly by TRIVERS SMITH LLP and has not been reviewed, assessed or moderated by the Home Office for suitability and accessibility.

If you need an accessible version of this PDF file, please contact TRIVERS SMITH LLP for further assistance.



M Gov Register MSA Statement December 2022 Approved and Signed Publication.pdf

File uploaded: 29 December 2022 at 10:43am
PDF | 148 KB

[Download file](#)

About this statement summary

All answers relate to the financial year covered by the statement. The organisation is responsible for all the information it provided. Some of our questions are optional, so organisations may not have answered all of them. The statement summary does not replace the full modern slavery statement – below we provide a link to the full statement on the organisation’s website.

Contents

- [Legal requirement to publish](#)
- [Statement period and sign-off details](#)
- [Recommended areas covered by the statement](#)
- [The organisation’s sectors and turnover](#)
- [Number of years producing statements](#)
- [Policies](#)
- [Training](#)
- [Monitoring working conditions](#)
- [Modern slavery risks](#)
- [Finding indicators of modern slavery](#)
- [Demonstrating progress](#)

Legal requirement to publish

TRAVERS SMITH LLP has confirmed it is required to publish a 2022 statement by law.

Statement period and sign-off details

The statement covers the following period:
1 July 2021 to 30 June 2022

The statement was signed off by:
Edmund Reed (Managing Partner)

It was approved by the board (or equivalent management body) on:
7 December 2022

Recommended areas covered by the statement

Government guidance encourages organisations to cover a range of areas in their modern slavery statements, setting out the steps they’re taking to address modern slavery risks in their operations and supply chains. [Read about the recommended areas in the statutory guidance.](#)

We asked the organisation to tell us which areas its statement covers.

Areas recommended by government guidance

Organisation’s response

Areas recommended by government guidance	Organisation's response
The organisation's structure, business and supply chains	COVERED
Policies	COVERED
Risk assessment	COVERED
Due diligence (steps to address risk)	COVERED
Training about modern slavery	COVERED
Goals and key performance indicators (KPIs) to measure the effectiveness of the organisation's actions and progress over time	<p>NOT COVERED</p> <p>We are working on this area and are currently in the process of developing KPIs as part of a revised and much improved audit process.</p>

The organisation's sectors and turnover

Sectors

The organisation operates in the following sectors:

- Professional and administrative services and supplies, including legal, consulting and accounting services

Turnover

Its turnover in the financial accounting year of this statement was:

£100 million to £500 million

If the organisation is a public body, this amount is based on the organisation's budget for the year of the statement.

▶ [What does 'turnover' refer to in group statements?](#)

Number of years producing statements

The organisation has been producing modern slavery statements for the following number of years:

1 to 5 years

▶ [How does this work for group statements?](#)

Policies (optional)

We asked the organisation whether its policies include the following provisions in relation to its domestic and international supply chains, as well as its own operations.

Policy provisions we asked about	Organisation's response
Freedom of workers to terminate employment	INCLUDED
Freedom of movement	INCLUDED
Freedom of association	INCLUDED
Prohibits any threat of violence, harassment and intimidation	INCLUDED
Prohibits the use of worker-paid recruitment fees	INCLUDED
Prohibits compulsory overtime	INCLUDED
Prohibits child labour	INCLUDED
Prohibits discrimination	INCLUDED
Prohibits confiscation of workers' original identification documents	INCLUDED
Provides access to remedy, compensation and justice for victims of modern slavery	INCLUDED
Other	-

Training (optional)

We asked the organisation whether it provided training on modern slavery, and who it was for.

▶ [What counts as training?](#)

We asked who the training was for	Organisation's response
Your whole organisation	YES
Your front line staff	YES
Human resources	NO
Executive-level staff	NO
Procurement staff	YES
Your suppliers	NO
The wider community	NO
Other	-

Monitoring working conditions (optional)

Engaging with others

We asked the organisation to tell us who it engaged with to help monitor working conditions across its operations and supply chains.

We asked who the organisation engaged with	Organisation's response
Your suppliers	YES
Trade unions or worker representative groups	NO
Civil society organisations	NO
Professional auditors	NO
Workers within your organisation	YES
Workers within your supply chain	NO
Central or local government	NO
Law enforcement, such as police, GLAA and other local labour market inspectorates	NO
Businesses in your industry or sector	YES

Social audits

We asked the organisation to tell us about any social audits it used to look for signs of modern slavery.

▶ [What are social audits?](#)

Social audits we asked about	Organisation's response
Audit conducted by your staff	YES
Third party audit arranged by your organisation	NO
Audit conducted by your supplier's staff	NO
Third party audit arranged by your supplier	NO
Announced audit	NO
Unannounced audit	NO

Grievance mechanisms

We asked the organisation how workers in its operations or supply chains could raise concerns or make complaints.

We asked if workers could raise concerns this way	Organisation's response
---	-------------------------

We asked if workers could raise concerns this way

Organisation's response

Using anonymous whistleblowing services, such as a helpline or mobile phone app

YES

Through trade unions or other worker representative groups

YES

Other ways of monitoring working conditions

We asked the organisation whether it had any other ways of monitoring working conditions across its operations and supply chains:

Organisation's response

THE ORGANISATION DID NOT ANSWER THIS QUESTION.

Modern slavery risks (optional)



Identifying modern slavery risks is a vital step towards eradicating it. The government encourages organisations to be as open and transparent as possible, to improve understanding, collaboration and best practice around tackling this worldwide problem.

We asked the organisation to describe up to 3 priority risks it focused on during the period of the statement, including details of the affected workers, the activity involved, and the location.

Priority risks for this organisation (1 of 3)

Firmwide training. As a firm we have developed a training hierarchy grade on potential risk within our supply chain to support the procurement and on-going management of contracts.

Questions we asked about this risk

Organisation's response

Where it was most likely to occur

Organisation's response: Within your supply chains.

- Tier 1 suppliers
Provide their products and services directly to your organisation.
- Tier 2 suppliers
Provide products and services to your organisation via your Tier 1 suppliers.

Who was it most likely to affect

Organisation's response: **NO DETAILS PROVIDED**

In which country

Organisation's response: **NO DETAILS PROVIDED**

Questions we asked about this risk

Organisation's response

Actions or plans to address this risk

Organisation's response: The new on-boarding process for clients and the procurement of a third party for the purpose of auditing the firm's supply chain are planned for 2023. We have recently employed a Contracts and Procurement Manager to oversee these processes.

Priority risks for this organisation (2 of 3)

Auditing of supply. We are working with a third party to develop a new auditing process which goes beyond our own internal processes.

Questions we asked about this risk

Organisation's response

Where it was most likely to occur

Organisation's response:

NO DETAILS PROVIDED

Who was it most likely to affect

Organisation's response:

NO DETAILS PROVIDED

In which country

Organisation's response:

NO DETAILS PROVIDED

Actions or plans to address this risk

Organisation's response:

NO DETAILS PROVIDED

Priority risks for this organisation (3 of 3)

We are continuing to review and develop the firm's policies to support our MSA Statement.

Questions we asked about this risk

Organisation's response

Where it was most likely to occur

Organisation's response:

NO DETAILS PROVIDED

Who was it most likely to affect

Organisation's response:

NO DETAILS PROVIDED

In which country

Organisation's response:

NO DETAILS PROVIDED

Actions or plans to address this risk

Organisation's response:

NO DETAILS PROVIDED

Indicators of forced labour (optional)

We asked the organisation whether its statement refers to finding any International Labour Organization (ILO) indicators of forced labour.

► [What are ILO indicators of forced labour?](#)

ILO indicators we asked about	Organisation's response
Abuse of vulnerability	YES
Deception	YES
Restriction of movement	NO
Isolation	NO
Physical and sexual violence	YES
Intimidation and threats	YES
Retention of identity documents	NO
Withholding of wages	NO
Debt bondage	NO
Abusive working and living conditions	YES
Excessive overtime	YES
Other	-

Actions taken in response to finding ILO indicators

We asked the organisation to tell us whether its statement refers to any actions it took after finding indicators of forced labour

Organisation's response

THE ORGANISATION TOLD US ITS STATEMENT DOES NOT REFER TO ACTIONS IT TOOK AFTER FINDING INDICATORS OF FORCED LABOUR.

Demonstrating progress (optional)

We asked the organisation how its statement demonstrates progress over time in addressing modern slavery risks. They provided the following answer:

Improved onboarding processes for clients and suppliers. The procurement of a third party ESG auditor to completed indepth audits against SLAs and a revision of KPIs inline with their findings.



© Crown copyright