

Shepherd and Wedderburn

Modern Slavery and Human Trafficking Updated Statement

Since publication of our last Modern Slavery and Human Trafficking Statement in August 2025, we have continued to strengthen our approach and now issue this updated statement reflecting continuous improvement in our processes and arrangements in relation to preventing modern slavery and human trafficking. This updated statement records our Firm's position as at March 2026.

Our organisation, business and supply chains

Shepherd and Wedderburn LLP is a Scottish headquartered law firm providing legal advice to commercial, public sector and private clients with both UK and global interests across a diverse range of sectors. The firm has offices in Edinburgh, Glasgow, London, Aberdeen and Dublin. Information about how we are regulated can be found on our website.

We are committed to ensuring that modern slavery and human trafficking have no presence within our business or supply chains.

Our Policies on modern slavery and human trafficking

We review our policies and procedures regularly to ensure they remain fair, inclusive and compliant.

Our Modern Slavery and Human Trafficking Policy and our Labour Standards Policy outline our commitment to acting ethically and with integrity in all our business dealings and our expectations of contractors, suppliers and business partners to meet the same standards.

Due diligence process

Our Procurement Policy requires us to monitor our key suppliers and seek confirmation that they comply with applicable anti-slavery legislation. A questionnaire is sent to all key suppliers asking them for details of their approach to diversity and inclusive work practices.

We are an accredited Living Wage employer which means we pay all colleagues at least the real living wage and ensure it also applies to regularly contracted staff.

Risk assessment and risk management

As a professional services firm, the risk of modern slavery or human trafficking within our own operations is considered to be low. The areas where there is a comparatively higher risk of such practices arising are more likely to be within our supply chains, particularly where services may involve outsourced labour (for example facilities management, cleaning, catering and other third-party support services).

We seek to assess and manage these risks through proportionate, risk-based due diligence. This includes supplier onboarding and periodic review for key suppliers, seeking confirmations of compliance with applicable anti-slavery legislation and following up where responses indicate potential concerns or gaps.

Measuring effectiveness

We keep the effectiveness of our approach to preventing modern slavery and human trafficking under review. The indicators we use include: (i) completion rates for mandatory modern slavery training for relevant colleagues; (ii) completion and review of supplier due diligence questionnaires for key suppliers; and (iii) any reports, concerns or notifications identified through our internal reporting routes or supplier engagement.

We use the outcomes of this review to inform continuous improvement of our policies, procedures, supplier engagement and training.

Training and capacity building

We require all colleagues in management roles and in roles relating to procurement or recruitment to undertake a mandatory training module on the Modern Slavery Act. This training must be undertaken at least every two years.

Board approval

This updated statement was approved by the Board on 19 March 2026

Andrew Blain, Managing Partner
Shepherd and Wedderburn