



## **MODERN SLAVERY ACT 2015: Voluntary slavery and human trafficking statement**

ReGen Law LLP is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015, as amended from time to time (the “Act”).

The Act defines modern slavery as “*slavery, servitude, and forced or compulsory labour*” as well as ‘*human trafficking*’ (“**Modern Slavery**”).

Although we are not required to make a modern slavery statement under section 54 of the Act as our turnover is less than £36 million, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle Modern Slavery in our business and in our supply chains.

### **Introduction from Founding Partners**

We are a unique legal advisory and consulting firm focussed on sustainable, impact investment and regeneration. We are incorporated as a private limited liability partnership with two designated founder members.

We have set up ReGen Law LLP to be a trusted adviser and partner to work with businesses, impact-focussed entrepreneurs and thought-leaders dealing with environmental, social and governance issues. We are dedicated to servicing businesses who are purpose led and address net zero goals.

Within our firm we aim to represent the principles and values that we seek to embed and protect within the businesses and organisations we work with and whom we are looking to advise.

We are committed to conducting business in accordance with the highest standards of ethics, honesty, integrity and fair dealing. A commitment to behaving responsibly is at our core and it extends to everything we do, and to those with whom we interact.

We aim to align our work to the UN Sustainable Development Goals and to address through our work some of the planet’s greatest social and environmental challenges.

We are committed to running our own operations responsibly. We are committed to ensuring that slavery, human trafficking, child labour and, indeed, any abuse of human rights have no place in or around our organisation and we would like to reinforce that commitment through this statement.



We oppose Modern Slavery in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business, associated with our advisory work, or within our supply chains.

### **Steps to tackle slavery and human trafficking**

This statement is published in reference to ReGen Law's current financial year ending 30 June 2021.

We have not identified any examples of Modern Slavery within our business or within our associated partners or suppliers since our incorporation and aim to constantly remind ourselves of our values and ensure we keep to these with every human and service interaction we undertake.

### **Our business**

As an impact, sustainability and regeneration focused firm we are fully committed to ensuring that there is no place for Modern Slavery in any form within our business or in any organisation or supply connected with our business.

Our global Modern Slavery policy sets out our zero-tolerance approach to Modern Slavery within our firm and with respect to other businesses we support. The policy contains the steps that any of our partners, members, consultants, employees, agents, associates, clients and any person working with us can take if they have concerns about any behaviour which they feel breaches this approach.

Although we currently have no employees, we will comply with all applicable employment legislation relating to employee terms and conditions, including pay, and we aim to make investment in supporting the health and wellbeing of our staff a top priority.

We will aim to ensure that nobody who works for our business – whether directly employed or not – earns less than the applicable living wage. We are committed to fair pay and the fair treatment of all our workers.

We endeavour to create a working environment where all voices are heard and where people feel confident to discuss their concerns. We will continuously look for ways to improve and raise awareness of Modern Slavery and other ethical issues.

### **Our supply chain – good and services**

ReGen Law engages and anticipates engaging suppliers for the provision of a range of goods and services, including legal, accounting and other professional services, human and information resources, technology, finance, marketing and facilities (including cleaning services). Wherever



possible we will support and select service providers with the highest ethical standards and who's values are aligned with ours.

### **Our commitment to ethical trading**

Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Due diligence and risk assessment**

To help identify and monitor the risk of Modern Slavery in our supply chain we vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices. We include anti-slavery and human tracking provisions in all our contracts with material suppliers.

### **Awareness raising and training**

Training on our Modern Slavery Policy forms part of our training cycle for all individuals who work within ReGen Law.

### **Founding Partners' approval**

ReGen Law's founding partners approved this statement on 23 September 2021.

### **ReGen Law LLP**

Beáta Dunn and Penny Froggatt