

## **Modern Slavery and Human Trafficking Statement**

The following statement is made on behalf of Vinson & Elkins LLP and Vinson & Elkins RLLP (together, "V&E" or "we") in accordance with the UK Modern Slavery Act 2015. This statement is for our financial year ending 31 December 2018 in accordance with section 54 of the Modern Slavery Act. This statement was approved on 10 June 2019.

### **Organisation and Structure**

V&E is a law firm that provides legal services to clients across the globe. V&E is head-quartered in Houston, Texas, and has 13 offices worldwide. We are home to approximately 700 lawyers and around 600 other support professionals.

### **Our Commitments**

V&E is committed not only to providing high quality legal services to our clients but also having a positive impact on the communities in which we operate. Our lawyers have been actively engaged in educating our clients, our colleagues within the firm and the legal community more generally on issues relating to human rights and the Modern Slavery Act. One of our partners spearheaded the effort to establish, and served (until June 2018) as the Chairman of, the International Human Rights Committee of the International Section of the State Bar of Texas, which is charged with studying and recommending guidance concerning legal and ethical issues that lawyers and international businesses face when possible human rights violations are discovered. One of our partners is also an officer of the International Bar Association's Human Rights Law Committee and oversees the Committee's newsletter. V&E lawyers have written and presented extensively on this topic, including the objectives and requirements of the Modern Slavery Act.


The nature of V&E's business as a professional services firm, together with the existing ethical and professional responsibility obligations of our lawyers, means that there is a lower risk of modern slavery or human trafficking within our organization and supply chains as compared to many other businesses and industries. Nevertheless, we are committed to taking steps to ensure that any risks that may be identified are minimized and that any issues of non-compliance that arise are promptly and effectively addressed.

V&E's own employees are employed in accordance with applicable laws. External suppliers that provide services to V&E (which include IT, catering, cleaning, security, travel and other services supporting our legal practice) are typically selected from well-established and larger businesses with reputations for ethical and responsible business practices. We have developed a Notice Regarding Modern Slavery and Human Trafficking, which summarizes our commitments on these issues and our expectation that those businesses that provide goods and services to our firm take steps to address any risks in their own businesses and supply chains. This notice has been sent to existing suppliers to our London office and will be sent to any new suppliers at the time of engagement.

Our staff in the UK responsible for procuring and engaging suppliers and service providers continue to maintain their awareness of issues relating to modern slavery and human trafficking to help them identify, assess and address potential risks. Those staff will also continue to review the documentation used in the engagement of suppliers and will consider how best to make suppliers aware of our commitment to the principles which underlie the Modern Slavery Act.



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