



## Human Rights and Modern Slavery Policy

### **Introduction**

Francis Taylor Building is committed to preventing acts of modern slavery and human trafficking from occurring with both its business and supply chain, and seeks to partner with suppliers, contractors and business partners that uphold the same standard.

FTB embraces a diverse and safe workplace environment in which equal opportunity and fairness are paramount.

### **Scope**

Our Human Rights and Modern Slavery Policy applies to all members, pupils and staff. We also expect our suppliers to respect and adhere to the policy.

### **Principles**

We will

- Seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts if they do occur, in a timely and appropriate manner.
- Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations and services through our business relationships.
- Provide or cooperate in their remediation through legitimate processes if we identify that we have caused or contributed to adverse human rights impacts.
- Continue to look for ways to support the promotion of human rights within our operations and our sphere of influence.

### **Policy**

This sets out our position with respect to human rights and modern slavery and sits alongside our Procedure Manual and Health & Safety Policy.

**Modern Slavery:** FTB will not use forced, bonded or involuntary labour, and employees are not required to lodge “deposits” or identity papers with Chambers and can leave after giving reasonable notice, with all salary owed to be paid. We have a zero-tolerance approach to human trafficking. We are working with our suppliers to identify any areas of risk and to ensure that all supplies comply with the Modern Slavery Act 2015 and any other law regarding slavery and human trafficking of the country / countries in which the materials are sourced.

**Health & Safety:** All FTB employees work in an environment that is both safe and healthy, in line with our policy.

**Discipline:** FTB prohibits abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and communicated to all employees in our Procedure Manual. All disciplinary measures of a serious nature are recorded and actioned.

**Working Hours:** FTB ensures that working hours are reasonable and comply with the law and industry standards.

**Equality of Treatment:** FTB is fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and to promoting equality of opportunity and treatment as set out in the Procedure Manual.

**Employment Terms:** FTB provides written and clear employment contracts which detail the terms and conditions of its staff employment. We ensure that work performed by employees is on the basis of recognised employment law and practice.

**Remuneration:** FTB does, at a minimum, provide salaries and benefits which meet national standards. We are an accredited London Living Wage employer. We provide employees with clear written information

on their pay and conditions. Chambers prohibits deductions from employees' pay as a disciplinary measure. FTB is committed to equal pay and benefits for men and women for work of equal value.

### **Grievance and remediation**

Where a human rights violation is identified, we will work with all parties involved to seek access to remedy, compensation and justice for the victim. We will also investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring.

### **Implementation**

The policy will be reviewed on an annual basis with respect to its relevance and effectiveness and will make improvements as necessary. Our Human Rights and Modern Slavery Policy is accessible to our members, pupils, staff, and other interested parties via the FTB website.

Approved by the Head of Chambers pursuant to the Constitution of Chambers 13 January 2026.