3VB Modern Slavery Statement

3VB is committed to standing against all forms of modern slavery and human trafficking. This statement is made on behalf of 3VB pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 August 2026.

Organisational structure, business and supply chains

3VB is a barristers' chambers made up of around 106 self-employed barristers who provide regulated legal services within the UK and worldwide, supported by approximately 34 members of staff. We operate from chambers in Gray's Inn, London, as well as remotely from around the UK and the world. Our supply chains are relatively limited but include procurement of IT equipment, office supplies, marketing material, transport, catering, and office maintenance and cleaning services. There have been no fundamental changes in 3VB's structure, business and supply chains this year.

Risk assessment

The risk of modern slavery and human trafficking is overseen by 3VB's Chambers Social Responsibility committee, which conducts an annual risk assessment. The risk of modern slavery or human trafficking within 3VB's operations is considered relatively low. Our primary focus is on risk areas within our supply chain such as IT hardware, office supplies, catering and office cleaning.

Slavery and human trafficking policies

Our approach to modern slavery and human trafficking is set out in our Modern Slavery and Human Trafficking Policy, which reinforces our zero-tolerance approach. All staff and barristers are encouraged to report any concerns relating to modern slavery or human trafficking within 3VB's operations or supply chains. Chambers' Whistleblowing Policy provides a mechanism through which such concerns can be raised.

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Approved by the MB of 3VB on 28th April 2021.

Supplier due diligence

We undertake due diligence on all new suppliers, including by reference to the Global Slavery Index, and we undertake periodic reviews of all existing suppliers to ensure that they can demonstrate commitment to implementing their own appropriate modern slavery and human trafficking policies. We require all suppliers to agree that we may terminate their services immediately in the event of any incident of slavery or human trafficking in their activities, and we will not hesitate to use this power and report any such incident to the authorities. We are members of the Living Wage Foundation, and we require all our suppliers to confirm that they pay their workers the London Living Wage. Procurement decisions are made on the basis of value and ethical business practices, not price alone.

Measuring effectiveness of these policies

Our Modern Slavery and Human Trafficking Policy contains a set of key performance indicators, including in relation to training and supplier due diligence. 3VB's Chambers Social Responsibility committee monitors performance against these KPIs annually.

Training

This statement together with our Modern Slavery and Human Trafficking Policy is communicated to all barristers and members of staff. Annual training on modern slavery and human trafficking will be offered to all barristers and staff.

This statement and the Modern Slavery and Human Trafficking Policy will be reviewed and updated annually.

Approved by the MB of 3VB on 28th April 2021.