

Modern slavery statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the LOD Group's modern slavery and human trafficking statement for the financial year ending 30 April 2019.

Modern Slavery Act statement

The LOD Group is committed to improving our practices to combat slavery and human trafficking and takes a zero-tolerance approach. LOD is developing specific policies and procedures to improve the way it obtains goods and services to keep its supply chains robust. The Group's existing policies and procedures were considered adequate for detecting and addressing risks of slavery and human trafficking in our supply chains during the last financial year. Our risk assessment processes did not identify any significant risks. Subsequent to the financial year end, the Group has continued to refine its efforts, particularly as the business evolves and grows.

Supply chain

The Group is taking a risk based approach to identifying and working with high risk suppliers, commencing with a careful risk assessment across the Group's operations, and the development of specific policies and procedures to complement existing policies requiring all staff to act legally and ethically in everything we do.

Attention will be focussed on our high risk spend areas and on raising staff awareness to ensure all goods and services are sourced responsibly.

Staff

The Group has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures.

The LOD Group requires that employees and contractors demonstrate their eligibility to work in the UK. The LOD Group recruits all staff directly.

Approved by the Board of Surf (Bidco) Limited on 27th June 2019 and signed on its behalf by Tom Hartley, CEO. Surf (Bidco) is the parent company of all the operating companies in the Group worldwide, including the companies in the Group supplying any goods and services in the UK, namely Lawyers On Demand Limited and Spoke Law Limited.