



Modern slavery and human trafficking statement

October 2025

A statement from the Managing Partner

This statement is made on behalf of Reynolds Porter Chamberlain LLP and its affiliated entities (as listed below) (RPC), in accordance with the requirements of Section 54 of the Modern Slavery Act 2015 (the Act) for the financial year ending 30 April 2025.

RPC is steadfast in its commitment to responsible business practices, with the prevention of modern slavery and human trafficking forming a core part of our ethical framework. As a leading international law firm, we recognise our duty to uphold the highest standards of integrity, transparency, and ethical conduct—not only within our own operations, but throughout our supply chains and wider business relationships.

Modern slavery, in all its forms—including slavery, servitude, forced and compulsory labour, and human trafficking—is unacceptable and wholly incompatible with our values. RPC is firmly opposed to such practices and is dedicated to acting ethically and with integrity in every aspect of our business dealings.

The prevention, detection, and reporting of modern slavery is a shared responsibility at RPC. Any concerns or suspicions must be raised promptly with the Risk and Compliance Team, who will ensure that appropriate action is taken.

Together, we will make a meaningful and lasting difference.



Statement

This statement was approved by the RPCs' Executive Board on behalf of the firm on 16 October 2025.

A handwritten signature in white ink that reads "Antony Sassi".

Antony Sassi, Managing Partner

Next review by: 31 October 2026

Our business

RPC delivers a comprehensive range of legal services from our offices in the UK, Hong Kong and Singapore, operating through the entities listed below. We are home to over 1,000 people, with turnover exceeding £36m for the financial year ending 30 April 2025.

REYNOLDS PORTER CHAMBERLAIN LLP (trading as RPC) is a limited liability partnership registered in England and Wales (OC317402), with its registered office at Tower Bridge House, St Katharine's Way, London, E1W 1AA, UK. Reynolds Porter Chamberlain LLP is authorised and regulated by the Solicitors Regulation Authority (SRA ID: 440566) and is permitted to practise the law of England Wales.

REYNOLDS PORTER CHAMBERLAIN (trading as RPC) is a partnership registered in Hong Kong, located at 3802-06, 35/F One Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong. Reynolds Porter Chamberlain is registered with and regulated by The Law

Society of Hong Kong and is authorised to practise both Hong Kong law and the law of England and Wales.

PREMIER LAW LLC (trading as Premier Law) is a limited liability law corporation incorporated in Singapore (Unique Entity Number: 200723397D), with its registered address at 12 Marina Boulevard, #38-04 Marina Bay Financial Centre Tower 3, Singapore 018982. Premier Law LLC is regulated by the Singapore Ministry of Law, the Legal Services Regulatory Authority of Singapore, and the Accounting and Corporate Regulatory Authority of Singapore, and is authorised to practise Singapore law.

RPC PREMIER LAW PTE LTD (trading as RPC Premier Law) is a limited liability private company incorporated in Singapore (Unique Entity Number: 201605186H), registered at 12 Marina Boulevard, #38-04 Marina Bay Financial Centre Tower 3, Singapore 018982. RPC Premier Law Pte Ltd is a joint law venture between Reynolds Porter Chamberlain LLP and Premier Law, operating as a law firm. It is regulated by the Singapore Ministry of Law, the Legal Services Regulatory Authority of Singapore, and the Accounting and Corporate Regulatory Authority of Singapore, and is authorised to practise Singapore law in permitted areas.

Our supply chains

To deliver its legal services, RPC primarily relies on the following supply chains:

- professional and business services
- technology
- facilities management
- maintenance and catering.

All RPC suppliers are expected to uphold a zero-tolerance approach to modern slavery and human trafficking. Further details are provided in the due diligence section, including our Supplier Code of Conduct, which suppliers are requested to sign prior to commencing services.

In the past 12 months, there have been no reported incidents of slavery or trafficking involving our staff or suppliers.

Risk assessment

We assess the risk of modern slavery in each jurisdiction in which we operate, drawing on publicly available sources, our own knowledge, and experience.

Given the sectors in which we operate, RPC considers the risk of modern slavery and human trafficking among directly employed staff to be low.

Within our supply chain, we recognise a slightly higher risk, but overall this remains low. To mitigate these risks, we work only with suppliers who share our commitment to integrity, ethical behaviour, and human rights, as outlined in the Due Diligence section overleaf.

Due diligence

RPC operates a centralised process for supply chain management, assessing the risk profile of all new key suppliers. This process involves:

- reviewing the supplier's modern slavery statement (where applicable) and/or code of conduct
- requesting the supplier's agreement to RPC's Supplier Code of Conduct.

As previously indicated, RPC has now established a centralised procurement team to manage procurement procedures, ensuring consistency and rigour in supplier onboarding and review. Where specific reputational risks are identified, enhanced due diligence is conducted, with support from RPC's AML team. Where appropriate, we incorporate contractual compliance confirmations, including provisions relating to Modern Slavery and other ethical matters.

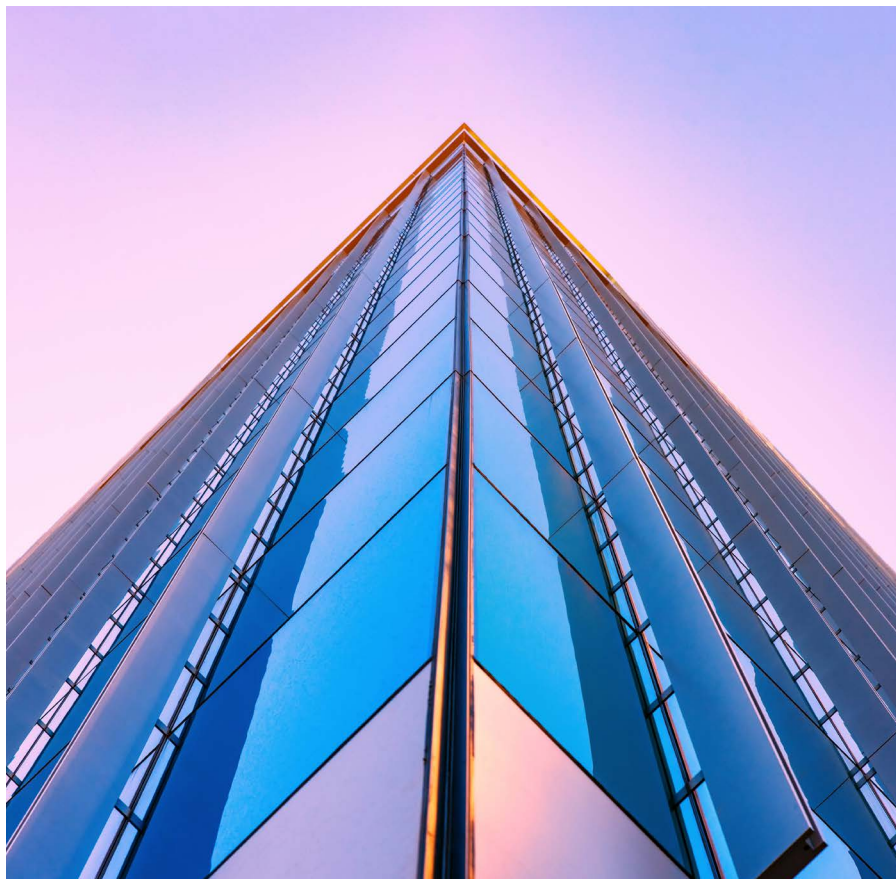
For all material suppliers—including those with access to our data, premises, or systems—we require completion of compliance questionnaires confirming their procedures to prevent modern slavery and human trafficking within their own supply chains. This is supplemented by our own screening for adverse regulatory findings or negative media coverage relating to breaches of the Act.

RPC's Supplier Code of Conduct requires suppliers to:

- uphold the highest standards of honesty, professionalism, and ethical conduct
- demonstrate a commitment to equality, diversity, and inclusion, treating all staff with respect and protecting them from harassment, discrimination, victimisation, unfair treatment, and abuse. This should be supported by robust policies, ongoing monitoring, and workforce training

- prohibit the use of forced or involuntary labour and comply with the Modern Slavery Act 2015 or any relevant local legislation.
- ensure working hours and wages are compliant with applicable laws, including minimum wage, equal pay, and maximum working hours
- provide staff with mechanisms to raise workplace concerns and comply with all relevant labour and employment laws, responding promptly and appropriately to any issues raised
- monitor compliance with the Code within their own organisation and supply chains and promptly report any concerns to RPC.

If a supplier fails to meet RPC's standards, we will consider whether continued engagement is appropriate, offering support to address issues where possible, or taking steps to terminate contracts if necessary.



Our policies

In addition to supplier due diligence, RPC maintains a suite of policies and procedures relevant to modern slavery and human trafficking, reflecting our commitment to ethical and responsible business practices. These include:

- Anti-Bribery and Corruption
- Anti-Fraud
- Domestic Abuse
- Gifts and Hospitality
- Modern Slavery
- Equal Opportunities
- Whistleblowing

RPC actively promotes a “speak up” culture. All staff are encouraged to report actual or suspected breaches of RPC policies and procedures in confidence. Reports are investigated by senior members of the firm, with involvement from key stakeholders as required.

Training

All RPC staff have access to AmP Learn, our online learning platform, which provides firmwide training on mandatory compliance topics, including periodic training on modern slavery. Additional resources, such as Home Office guidance on modern slavery, are available via the firm's intranet. In September 2024, further mandatory training was delivered firmwide.

New joiners receive dedicated training on modern slavery awareness and guidance on raising concerns. Training will continue to be reviewed and refreshed periodically, with further engagement sessions planned for the next reporting year.

RPC raises awareness within business support teams by embedding the Supplier Code of Conduct into onboarding processes and encouraging initiatives to

ensure our supply chains are free from modern slavery and human trafficking.

We also offer a staff assistance programme, including a confidential 24/7 helpline, providing free support and advice for workplace concerns.

RPC's Modern Slavery Steering Group (MSSG) continues to raise awareness and enhance the profile of modern slavery

and human trafficking issues. The group comprises colleagues from across the firm, and its composition and purpose will be reviewed during 2025 and into 2026 following the appointment of our new Managing Partner in May 2025.

Measuring effectiveness

RPC periodically reviews its systems to ensure robust policies and processes are in place to mitigate the risk of modern slavery and human trafficking. Effectiveness is measured by monitoring the number of reported incidents annually and gathering feedback from clients, staff, and suppliers.



Our own business initiatives and actions taken up to FYE April 2025

The MSSG continued to meet throughout FYE April 2025, with its terms of reference and purpose to be reconsidered during FYE2026. Work has commenced on formalising reporting structures for anti-modern slavery initiatives and strategy, with updates provided to General Counsel and for wider consideration at the Partnership Executive (PEX). This work will continue into FYE2026.

RPC continues to align its ESG strategy with the UN Sustainable Development Goals and produces its annual Responsible Business Report which outlines activity in these areas. RPC also ensures that it aligns with the UK living wage, which includes all internships undertaken in RPC's UK offices.

As noted above, we are committed to reviewing and enhancing our procurement processes, embedding consistency across the firm.

Charity and Pro-bono work:

RPC collaborates with and supports a range of organisations and charities dedicated to raising awareness of modern slavery, strengthening knowledge both within the firm and externally. Examples include:

Hestia: Over the past two years, we have partnered with Hestia, a London and South-East charity supporting survivors of modern slavery and domestic abuse. RPC provides meeting spaces and has hosted Hestia's Empowered Voices network, comprising current and former clients supported by Hestia's Modern Slavery Response Team. In October 2024, RPC hosted Hestia's annual 'Art is Freedom' event, showcasing artwork created by survivors and providing a platform for them to share their experiences and skills developed through Hestia's workshops.

Unseen: RPC provides pro bono legal services to Unseen, a UK charity offering safe accommodation and support to survivors of trafficking and modern slavery and operating the UK Modern Slavery Exploitation Helpline.

Justice Without Borders: In Hong Kong and Singapore, RPC assists Justice Without Borders by providing legal advice and services to victims of labour exploitation and human trafficking, as well as ad hoc training and legal support to migrant workers facing barriers to justice.

Plans for the year to FYE April 2026

RPC's approach to modern slavery and human trafficking will continue to evolve, proportionate to the risks identified.

Plans for FYE2026 include reviewing the MSSG's terms of reference and composition and further developing our procurement processes for matter suppliers.

We will continue our partnership with Hestia, offering meeting spaces and expertise for upcoming workshops, and will work with Hestia to deliver a modern slavery awareness session to all RPC colleagues in October 2025.

We have initiated a new pro bono relationship with the Anti-Trafficking and Labour Exploitation Unit, which we aim to expand over the coming year.

