

Group Modern Slavery Statement

For the financial year ending 30 April 2024

This statement comprises the modern slavery statement of Simmons & Simmons LLP and its affiliated entities within the Simmons & Simmons group (“Simmons & Simmons”) pursuant to section 54 of the Modern Slavery Act 2015 and covers the financial year ending 30 April 2024.

At Simmons & Simmons, we are strongly committed to ensuring that no slavery, servitude, human trafficking, forced or compulsory labour or exploitation in any form as contemplated by the Modern Slavery Act 2015 takes place within our business or supply chain.

Our business and risk profile

Simmons & Simmons is an international law firm, working in locations across Europe, Asia and the Middle East. We focus on four key sectors: asset management & investment funds, financial institutions, healthcare & life sciences and technology, media & telecommunications (TMT). We also have significant expertise in the energy and infrastructure market.

As of 30 April 2024, our total headcount is 2647 staff worldwide and we operate in the following countries:

- Belgium
- France
- The Netherlands
- Spain
- Germany
- Ireland
- Italy
- Luxembourg
- United Kingdom
- Qatar
- UAE
- Singapore
- Japan
- China (including Hong Kong)
- USA

We strive to provide legal services according to the highest ethical and professional standards and take our responsibilities to our clients, our people, our suppliers and the communities in which we do business seriously. As a supplier of legal services, we operate in a sector which is at relatively low risk of modern slavery occurring. The majority of the countries in which we operate are ranked as low risk by the Global Slavery Index, and we do not have an extensive supply-chain. Despite this low risk, we are committed to safeguarding all parts of our business and supply chain from modern slavery or human trafficking

Measures to combat modern slavery

As a firm, we are proud of our culture of corporate responsibility, of which an important component is the commitment to preventing modern slavery in all its forms. We are a signatory of the United Nations Global Compact and actively support its ten principles, which include the areas of human rights and labour, by reflecting them in our processes and policies.

Our staff

We have a trained and experienced HR department that oversees the recruitment of office staff and ensures that appropriate checks are carried out before taking on new staff members.

Our firmwide Human Rights Policy sets out to our staff our clear commitment to human rights and encompasses the firm's approach to the prevention of modern slavery. This policy which we expect all partners, employees, consultants and contractors or third parties to adhere to when acting on behalf of the firm reflects international human rights principles set out in the Universal Declaration of Human Rights, the United Nations Global Compact, and the United Nations Guiding Principle on Business and Human Rights.

Additionally, our staff are protected by our comprehensive range of policies and procedures which reflect our commitment to them to ensure they are fairly treated. Taking into account some variations due to local differences these include:

- Diversity and Inclusion Policy
- Code of Conduct
- Bullying and Harassment Policy
- Grievance Procedure
- Anonymous whistleblowing hotline
- Our Confidantes Network
- Health and Safety Policy Statement and procedures

We have won a number of awards, which recognise the hard work we have put into ensuring fair and non-discriminatory treatment of our employees (e.g., Stonewall Top Global Employer), and fair access to all sections of society (e.g., Top 75 Employer in the Social Mobility Employer Index).

Our clients

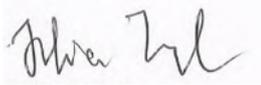
We have in place a client and matter on-boarding process that checks for issues of concern. Our client and matter inception team conduct media screenings for adverse reports when reviewing clients (new and existing) and new instructions. Cases which give us cause for concern are escalated to the firm's Business Acceptance Committee for consideration.

Our suppliers

Our suppliers fall into three main categories: those that support our day-to-day operations as a legal services provider including property, office cleaning and catering, office supplies and equipment, document production, travel providers and IT equipment and services; those that provide professional services to the firm including external training providers, insurance providers, banks and auditors; and those whose services we use in the course of providing our services to our clients including external counsel and specialist consultants.

As a firm, we deal with reputable and/or well-established suppliers. Nevertheless, to help us better assess the modern slavery risks in our supply chains, we introduced a supplier due diligence process and system in 2023, which is mandatory for all new UK business services suppliers and which we continue to build upon throughout 2024. The aim is to roll it out across all the firm's offices.

We remain alert to any presence of and are committed to minimising the risk of modern slavery and human trafficking in our business, supply chains and client base. We do this by always being mindful of the modern slavery risks facing our business and seeking to establish whether there are unidentified areas of risk that we should be taking further steps to mitigate and how we can improve on the processes we have in place.

A handwritten signature in black ink, appearing to read "Julian Taylor".

Julian Taylor
Senior Partner