

## **Modern Slavery and Human Trafficking Statement**

### **Purpose of this statement**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (Act) on behalf of Reed Smith LLP (Reed Smith), which is incorporated in England and Wales (Reg. No. 303620). Reed Smith is associated with Reed Smith LLP of Delaware, USA (Reed Smith U.S.).

Recorded are the actions taken by Reed Smith during 2024 to ensure that modern slavery and human trafficking do not take place within our supply chain and are not in any way associated with our business.

Our previous modern slavery statements can be found below:

- [2024 statement](#)
- [2023 statement](#)
- [2022 statement](#)
- [2021 statement](#)
- [2020 statement](#)
- [2019 statement](#)
- [2018 statement](#)
- [2017 statement](#)

### **Our commitment**

Our goals are to always “do the right thing,” and to work to the highest professional standards.

Our Code of Conduct ensures that all of Reed Smith’s actions are governed by our core values – Integrity, Excellence, Teamwork and Respect, Innovation, and Impact. We are committed to promoting these values.

Our statement is structured to provide information on specific areas, as outlined below.

## **(1) Our business**

Reed Smith and Reed Smith U.S. provide legal services and operate through offices, and associated law firms, in Belgium, China, France, Germany, Greece, Hong Kong, Kazakhstan, Singapore, the UAE, the UK, and the United States. More information regarding our structure can be found at [reedsmith.com](https://www.reedsmith.com).

## **(2) Our policies**

We have a Modern Slavery and Human Trafficking Policy (Policy) and a Code of Conduct, which together set out the behavior we expect of our personnel. We also have a Whistleblowing Policy to enable the reporting of concerns.

## **(3) Our supply chain**

Reed Smith's supply chain is similar to the supply chains of other professional services businesses. The key services we procure are property space, facilities management, professional services, travel services, and information technology.

There are potential risks of modern slavery and human trafficking in our supply chain, particularly for our onsite services contracts. Our suppliers are principally large organizations that we expect invest time and effort into ensuring there is no modern slavery within their businesses and supply chains, which minimizes the potential risk in this area.

We take a risk based approach when performing due diligence of our suppliers. This can include the completion of risk assessments of our suppliers and the review of supplier policies and procedures in relation to modern slavery and human trafficking.

We also request that our suppliers comply with our [Supplier Code of Conduct](#). This includes various employment and human rights principles, including requirements to support the elimination of child labor and implement working hours and benefits that provide a fair living wage for reasonable hours.

## **(4) Our effectiveness, measured against performance indicators**

In prior years, our Modern Slavery Working Group agreed certain key performance indicators. Our progress against these indicators is included below:

- The number of slavery suspicions reported through our Policy. In 2024, no modern slavery suspicions were reported.
- Training on modern slavery and human trafficking. Our modern slavery and human trafficking eLearning course was completed by 89% of Reed Smith staff in our EMEA offices (excluding Hong Kong) in 2024.

## **Looking ahead**

In the financial year ending December 31, 2025, we will continue to assess the modern slavery and human trafficking risks in our supply chain.

## **Statement approval**

Gregor Pryor, Europe & Middle East (EME) managing partner and designated member of Reed Smith, approved this statement on April 25, 2025.