



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

### **Purpose of this statement**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 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 2025 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 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 structure and our supply chain**

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, the Kingdom of Saudi Arabia, Singapore, the UAE (Abu Dhabi and Dubai), the UK, and the United States. More information regarding our structure can be found at [reedsmith.com](https://www.reedsmith.com).

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.

## **(2) Our policies**

We have a Modern Slavery and Human Trafficking 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) Assessing and managing risks**

There are potential risks of modern slavery in our supply chain, particularly for our onsite services contracts. In mitigation, our suppliers are principally large organizations with developed practices and policies regarding the management of modern slavery risks. We also evaluate current and new suppliers as part of our vendor management process to ensure any risks in relation to modern slavery are reduced, as far as possible.

## **(4) Our due diligence procedures**

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 require our suppliers to 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.

## **(5) Training**

We provide training on modern slavery and human trafficking every two years. Our modern slavery and human trafficking eLearning course was last launched in Europe, Middle East and Asia (excluding Hong Kong) in March 2026. In addition, we maintain awareness using our dedicated internal modern slavery page, which includes key resources and policies.

## **(6) Monitoring and evaluation**

In prior years, Reed Smith agreed to monitor progress against certain indicators, as set out below:

- The number of modern slavery suspicions reported through our Policy. In 2025, no such suspicions were reported.
- Completion rates for training on modern slavery and human trafficking. 89% of Reed Smith staff in our Europe, Middle East and Asia offices (excluding Hong Kong) completed the course in 2024. Our completion rates for the 2026 training programme will be reported in our 2027 statement.

### **Looking ahead**

In the financial year ending December 31, 2026, we will continue to assess the modern slavery and human trafficking risks in our supply chain.

### **Statement approval**

Gregor Pryor, Managing Partner, for Europe and the Middle East, and designated member of Reed Smith, approved this statement on April 24, 2026.