

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT



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INTRODUCTION

This statement is made on behalf of Addleshaw Goddard LLP and AG Service Company Limited pursuant to section 54(1) of the UK's Modern Slavery Act 2015 in respect of the financial year ended 30 April 2026.

This statement was approved by the Addleshaw Goddard LLP Board on 28 September 2026 and is signed by our Senior Partner on behalf of the firm.

This Modern Slavery Act 2015 transparency statement affirms that Addleshaw Goddard is committed to ensuring that there is no slavery, servitude, forced or compulsory human labour, child labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation in any part of our business or in our supply chain. We are also committed to an open and honest working culture and welcome the transparency encouraged by the Modern Slavery Act 2015.

As a firm, we seek to adhere to our core values in all our dealings, internally with our personnel as part of our operations and externally when dealing with our clients, suppliers, other stakeholders and the public.

References in this Modern Slavery Act 2015 transparency statement to "Addleshaw Goddard", "we", "us", "our", or "the firm" means Addleshaw Goddard LLP and its affiliated group entities including AG Service Company Limited.

Signed



Aster Crawshaw
Senior Partner



OUR ORGANISATION STRUCTURE

Addleshaw Goddard is a London-headquartered international law firm with over 1,500 lawyers advising clients in more than 50 areas of business law across 100+ countries. The firm operates 22 offices in key economic centres across Europe, Asia, and the Middle East.

Details of the Addleshaw Goddard affiliated undertakings which offer legal services and the jurisdictions in which they operate are available on the [Addleshaw Goddard website](#).

HEADLINES FY 25/26

- 9th consecutive year of revenue and profit growth
- Total revenues up 17% from £551m to £644m
- Profits up 17% from £224m to £264m
- Profit per equity partner (PEP) of £1.1m
- Total partner number up 8% to 479 (including 17 new partners in our newly opened Amsterdam office)
- Global headcount up 9% to 3,216

OUR GLOBAL FOOTPRINT

EUROPE OFFICES

FRANCE

- Paris

GERMANY

- Berlin
- Frankfurt
- Hamburg
- Munich

IRELAND

- Dublin

LUXEMBOURG

POLAND

- Warsaw

SPAIN

- Madrid

THE NETHERLANDS

- Amsterdam

UK

- Aberdeen
- Edinburgh
- Glasgow
- Leeds
- London
- Manchester

MIDDLE EAST OFFICES

KSA

- Riyadh

OMAN

- Muscat

QATAR

- Doha

UAE

- Abu Dhabi
- Dubai

ASIA OFFICES

SINGAPORE

JAPAN

- Tokyo*

*Through a formal alliance with Hashidate Law Office

RESPONSIBLE BUSINESS AND HUMAN RIGHTS

THE UN GLOBAL COMPACT

Addleshaw Goddard LLP is a proud signatory of the United Nations Global Compact, having aligned our strategy and operations with the UN's Ten Principles on human rights, labour, the environment, and anti-corruption since 2023. We also embrace the UN's 17 Sustainable Development Goals (SDGs) as a guiding framework to address global challenges and drive continuous improvement, including SDG 8 (Decent Work and Economic Growth) which includes the target of eradicating forced labour and modern slavery.



RESPONSIBLE PROCUREMENT

We have created and refined our Responsible Procurement Policy, which outlines our ambition to work with environmentally and socially responsible suppliers. The policy reflects our expectations and requirements for suppliers, including adherence to our Code of Conduct. This Code contains social responsibility provisions relating to labour, human rights, and the dignity of workers, ensuring that our suppliers align with our values and ethical standards.

ECOVADIS

The firm participates in the EcoVadis external sustainability audit and has retained its Gold medal for the second year in a row, demonstrating our commitment to environmental, social, ethical and sustainable procurement practices. To strengthen our oversight of supplier performance, we have also partnered with EcoVadis to launch enhanced sustainability monitoring for key suppliers, defined by factors such as risk, spend, and ability to impact. EcoVadis helps measure our suppliers' performance across four areas, which are, Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. This analysis enables us to engage directly with suppliers, provide guidance, encourage improvements, and learn from their best practices. By embedding responsible sourcing into our operations, we are driving meaningful progress toward reducing modern slavery risks in our supply chain.



Further details on our approach to responsible business, including our Responsible Business Report are available on our responsible business internet page found [here](#).

INTERNATIONAL STANDARDS

Our approach to addressing modern slavery and human trafficking is guided by key international standards, including:

- **UN Guiding Principles on Business and Human Rights:** We are committed to embedding respect for human rights across our operations and supply chains, ensuring we identify, prevent, and address any adverse human rights impacts.
- **OECD Due Diligence Guidance for Responsible Business Conduct:** We implement robust due diligence processes to assess and manage risks related to modern slavery and promote ethical practices within our supply chains.
- **ILO Core Labour Standards:** We uphold the International Labour Organization's core labour standards across our operations and within our supply chains.

By aligning with these international standards and leveraging our position as a signatory to the UN Global Compact, we reinforce our commitment to eradicating modern slavery and promoting ethical business practices globally.



INTERNAL OPERATING POLICIES

At Addleshaw Goddard, we are committed to implementing and maintaining robust internal operating policies to address modern slavery in all its forms. These policies are designed to ensure ethical practices across our operations and supply chains, in line with our commitment to the UN Global Compact and other international standards as well as our compliance with all applicable laws.



PEOPLE POLICY CODE OF CONDUCT

Our People Policy Code of Conduct sets out the firm's commitment to fostering a safe, inclusive, and ethical work environment. It provides guidance on conducting daily business with integrity and respect, and ensuring ethical decision-making. All employees are required to act in a manner that is respectful, ethical, and aligned with the firm's high standards, both inside and outside of work. This Code is a living document that evolves to reflect industry standards and expectations.



PROCUREMENT POLICY AND SUPPLIER CODE OF CONDUCT

Our Procurement Policy and Supplier Code of Conduct outlines our commitment to conducting procurement activities in a fair, transparent, and ethical manner. The policy, which is publicly available on our website, sets out the minimum standards expected of all suppliers concerning environmental, social, and governance issues. It specifically requires suppliers to comply with the Modern Slavery Act 2015 and to take all reasonable steps to ensure that modern slavery is not taking place in its business or supply.



RIGHT TO WORK

We conduct right-to-work checks for all joiners, wherever in the world their Addleshaw Goddard office is located and ensure that local work visa requirements are adhered to. We ensure accurate record-keeping to minimise the risk of forced labour or illegal employment.



WHISTLEBLOWING POLICY

Our Whistleblowing Policy provides a confidential framework for employees to raise concerns about illegal, dangerous, or unethical practices, including modern slavery, without fear of retribution. Concerns can also be reported through our independent and confidential "Safecall" service.



ESCALATION AND REMEDIAL ACTION

Our framework for handling concerns raised by Addleshaw Goddard personnel is flexible, the circumstance will dictate the escalation route and inform the appropriate process to resolve any issue, including our grievance and disciplinary procedures.



RECRUITMENT PRACTICES

We ensure that recruitment processes worldwide are conducted in accordance with local employment legislation. As part of our commitment to combating modern slavery, the practices described on the following page are integral to our recruitment process and reflect our dedication to ethical employment, inclusivity, and compliance with the Modern Slavery Act 2015.



HIRING PRACTICES

All workers, including fee earners and support teams, are hired through consistent and transparent processes. This includes compliance with employment laws, conducting right-to-work checks, and ensuring that recruitment practices are free from coercion or exploitation.



ACCESSIBILITY PROGRAMMES

We have measures in place to support accessibility for all employees, such as providing reasonable adjustments for individuals with disabilities. These practices ensure that employees understand their proposed work obligations and are not coerced or exploited. This reflects our commitment to inclusivity and compliance with equality legislation.



HR PLATFORMS

Our Applicant Tracking System is fair and unbiased, ensuring that no group of applicants is disadvantaged or subjected to bias. Our HR system tracks all our employment processes ensuring that records are kept for each employee. Together our systems and processes minimise the risk of forced labour or illegal employment.



PROHIBITION ON CHILD LABOUR

We comply fully with child labour laws, ensuring that no individuals under the legal minimum working age are employed. This reinforces our commitment to ethical employment practices and the prevention of exploitation.



ZERO TOLERANCE FOR EXPLOITATION

We operate a zero-tolerance policy towards any form of worker exploitation, as defined under the Modern Slavery Act 2015. This ensures that none of our employees are subjected to slavery, servitude, forced or compulsory labour, or any form of coercion.



WORKER SAFEGUARDS

We prohibit practices such as compulsory overtime, confiscation of workers' identification documents, and any threats of violence, harassment, or intimidation. We uphold workers' rights to freedom of movement, freedom of association, and collective bargaining.



IMPLEMENTATION AND MONITORING

To ensure the effectiveness of these policies, we regularly review and update them to reflect evolving best practices. Implementation is monitored through due diligence processes, supplier audits, and employee training.



COMMUNICATING POLICIES TO OUTSOURCED FUNCTIONS IN PREMISES, CLIENTS AND OFFICE SERVICES (PCOS)

Many outsourced colleagues working at Addleshaw Goddard have a firm-authorized email address and therefore receive communications regarding relevant policies and key policy changes. These colleagues are also required to complete mandatory e-learning in line with the rest of the business. Broader policy changes are communicated directly to the account lead. Regular contact is maintained with these individuals through review and performance meetings.

SUCCESS STORIES



HESTIA'S WORK

Hestia is one of the UK's largest providers of support to people in crisis. Last year, Hestia supported over 20,000 adults and children to rebuild their lives, including 2,800 survivors of modern slavery. In partnership with Hestia, Addleshaw Goddard is pioneering new ways to improve access to justice for survivors of modern slavery. In 2024, this included the creation of a bespoke legal directory - a tech-enabled, user-friendly platform that consolidates existing free legal services into a searchable database. The directory not only simplifies the process of finding legal support but also tracks engagement and captures feedback, functioning similarly to a contact and relationship management system. Today, more than 100 support workers are actively using the directory to connect survivors with free, high-quality legal assistance.

ADDLESHAW GODDARD'S COLLABORATION AND HOW WE ARE SUPPORTING HESTIA

From the outset Addleshaw Goddard has worked closely with Hestia to shape this project. We have provided strategic support to help phase the deliverables and widen participation. Our tech team have collaborated with other law firms on the project to build a user solution (the legal directory) which was launched in 2026. Additionally, our lawyers are scoping the next phases to provide legal support to the survivors of modern slavery and domestic abuse. This project is an example of Addleshaw Goddard collaborating with other law firms to create an innovative solution to a legal challenge which will have a lasting positive impact and revolutionise the way in which survivors of modern slavery are supported across the UK.



KEY FACTS - HESTIA AND THE PRO BONO TEAM.

In the 2025/26 financial year the team have dedicated over 400 hours to this project to a value of £160,000. We look forward to growing our engagement with Hestia over the coming years, with more people contributing to the success of this project.

SUPPLY CHAIN MANAGEMENT

Our supply chain is managed by the Procurement team, co-ordinating input from stakeholders across the business. Through due diligence and risk scoring, suppliers are selected carefully to meet our business and client needs. The Procurement Policy and Supplier Code of Conduct referred to in the Internal Operating Policies section above, outlines our procurement approach more fully and details the minimum standards expected of all our suppliers.

AG Service Company Limited enters into the majority of our procurement contracts on behalf of the firm facilitated by the Procurement team which comprises both commercial and legal specialists to ensure the correct suppliers are chosen and appropriate contractual terms are put in place.

Digital technology is also a key part of our procurement process, enabling consistent and appropriate information gathering, analysis and record keeping. This data plays a critical role in enabling the firm to identify and mitigate the risk of modern slavery within the supply chain.



SUPPLIER DUE DILIGENCE

Suppliers are required to confirm compliance with the Modern Slavery Act 2015 in addition to ensuring fair treatment, freedom of association, and adherence to wage and working hour standards. Any non-compliant responses are flagged for review. Our Procurement team has confirmed that none of our suppliers have declared non-compliance with the Modern Slavery Act 2015.



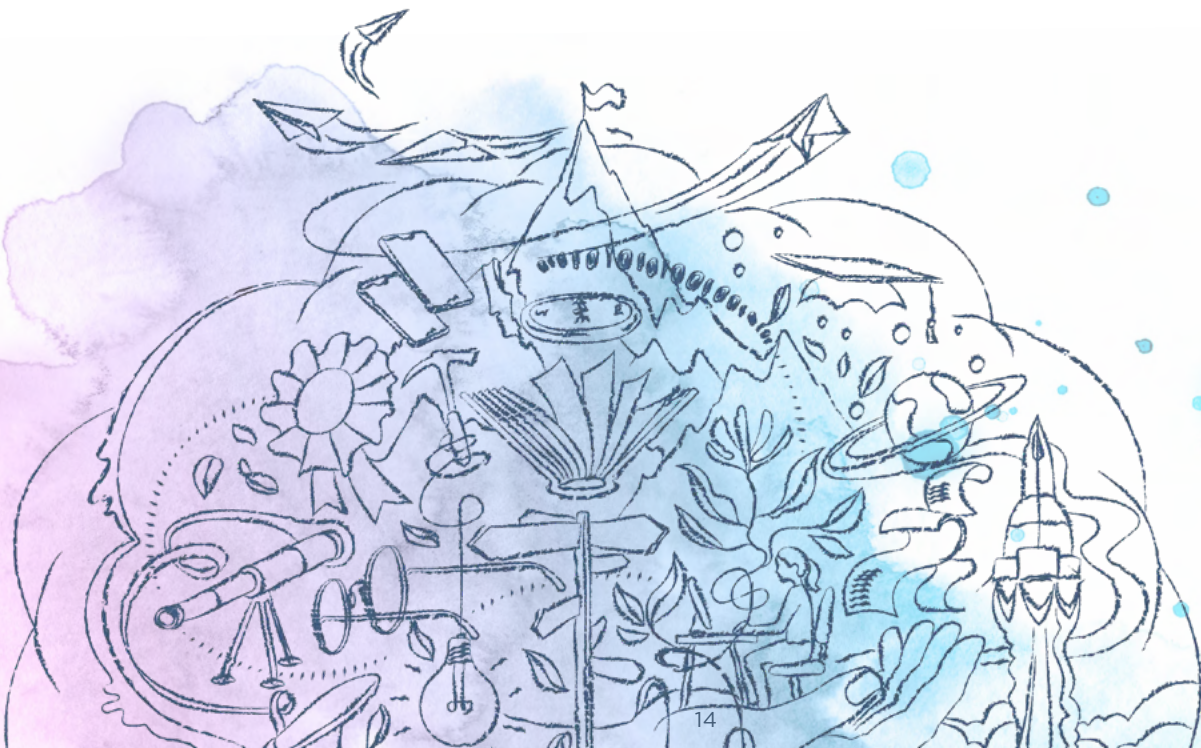
RISK ASSESSMENT

The Office of the General Counsel, in collaboration with the Procurement and HR and PCOS teams, conducts periodic assessments of the risks of modern slavery within our business operations and supply chain. Each assessment includes a review of previously identified risks, an evaluation of the effectiveness of mitigating actions, and updates to current policies and procedures as necessary to address any emerging risks.

We are committed to ensuring zero tolerance for slavery, servitude, forced or compulsory labour, human trafficking, or any other forms of exploitation as defined under the Modern Slavery Act 2015 in any part of our business or supply chain.

Based on our internal assessments, we believe the risk of modern slavery within our operations is **low**. This conclusion reflects the nature of our business as a professional services firm regulated by professional regulatory bodies in each jurisdiction in which we operate. Our workforce primarily consists of permanently employed, skilled professionals, which further reduces the inherent risk.

Whilst we have not identified any instances of modern slavery within our supply chain, during Financial Year 26-27 we intend to further enhance our supplier due-diligence process, by identifying existing and new suppliers where, based on their category and geography, we think there may be a heightened risk of modern slavery, and undertaking enhanced due diligence on those suppliers. This approach will be documented in a new Modern Slavery Supplier Review Framework.



TRAINING AND INFORMATION GATHERING

TRAINING

Training on Modern Slavery is provided by the Office of the General Counsel to key individuals within the firm, including the PCOS Director, key members of the Procurement team for application in supply chain management, and key members of the HR team for integration into recruitment processes and handling employee concerns.

INFORMATION GATHERING

As part of the information-gathering process to draft this statement, we engaged with key stakeholders across the firm to ensure a comprehensive understanding of relevant policies, processes, and responsibilities. This included consultations with the Head of HR Operations, Head of Resourcing, Head of Early Careers, Senior Lawyers from the Office of the General Counsel, Head of Responsible Business, Head of Procurement, PCOS Director, Senior Pro Bono and Inclusion Manager and other members of the Office of the General Counsel. Their insights and expertise were instrumental in providing a detailed overview of existing practices and identifying areas where our approach aligns with regulatory requirements and ethical commitments, particularly in relation to modern slavery and human rights due diligence.

REPORTING AND KEY PERFORMANCE INDICATORS

- Where instances or any potential risks of modern slavery are identified:
 - within our supply chain, this information would be escalated to the Head of Procurement; and
 - from within our employee / personnel pool, this information would be escalated to the Chief People Officer.
- To date, no instances of modern slavery have been identified within our business or supply chain.
- Our cross-functional working group meetings are held at least quarterly to monitor the progress of the firm's modern slavery strategy. This group reports to the General Counsel and Operational Executive.



GOVERNANCE AND STRATEGY

Addleshaw Goddard recognises the importance of tackling modern slavery in the supply chain. In line with our AG2030 vision, we have developed a comprehensive strategy to identify, mitigate, and address the risks of modern slavery within our operations and value chain. This strategy reflects our commitment to ethical business practices and aligns with international standards and legislative requirements.

The Addleshaw Goddard Board-approved Responsible Business Strategy includes the firm's commitment to prevent modern slavery within our business and supply chain. The Operational Executive has delegated responsibility for the firm's compliance with the Modern Slavery Act 2015 and for the development and implementation of an appropriate strategy to the General Counsel. The General Counsel has established and oversees a cross-functional working group under the stewardship of our Responsible Business lead, comprising representatives from Compliance, Procurement, HR, and other key business functions, to deliver the firm's modern slavery strategy whilst also performing a rolling review of that strategy and the associated implementation road map..

We are dedicated to fostering transparency and collaboration with our suppliers, clients, and stakeholders to ensure that robust measures are in place to combat modern slavery. Our approach includes enhancing due diligence processes, implementing effective risk management frameworks, and promoting awareness across our business.



CONTINUOUS IMPROVEMENT

We recognise that, as part of our AG2030 strategy, the risks we face are constantly evolving, driven by changes in global supply chains, regulation and business practice. We are committed to continuously reviewing, adapting and enhancing our approach to ensure it remains effective and reflects our responsible business commitments.

We took the opportunity to participate in a peer review exercise facilitated by the UN Global Compact where representatives from a number of businesses provided feedback to each other on their modern slavery strategy as detailed in their respective transparency statements.

Feedback was followed by an open and frank discussion around the challenges facing commercial enterprises with diverse geographical footprints, large in-house and outsourced workforces and complex supply chains who seek to operate responsibly. We discussed applying government guidance on tackling modern slavery in public procurement supply chains (updated in October 2025), utilising government risk tiering and risk assessment tools and other options for leveraging third party expertise.

Participants shared good practice for effective risk assessment and shared ideas around designing mitigation strategies, evaluation techniques with meaningful and measurable KPIs, and phased implementation with scalable controls.



KEY INITIATIVES UNDER OUR MODERN SLAVERY STRATEGY INCLUDE:

- **Modern Slavery Gap Analysis:** We will continue to review our current approach to modern slavery risk management, including policies, processes, and compliance with relevant legislation such as the UK Modern Slavery Act.
- **Training and Awareness:** We will enhance internal training and guidance materials to empower colleagues to identify and address potential modern slavery risks effectively.
- **Stakeholder Engagement:** We will continue to engage with clients, suppliers, and industry groups through events and initiatives to share best practices and promote sustainable procurement.
- **Safecall:** We are working to enhance visibility of and access to our Safecall service, ensuring all Addleshaw Goddard personnel working in all our offices are aware of how to access the service and understand the protections in place so that any information shared remains confidential.
- **Global Office Engagement:** We will work closely with our global offices to raise awareness and ensure compliance with our Responsible Procurement Policy globally, embedding modern slavery risk management across the procurement lifecycle.
- **Pro Bono and Advocacy:** will continue to expand our pro bono activities to support victims of modern slavery and continue to collaborate with organisations working to combat exploitation.

By embedding these measures into our operations and governance, we aim to uphold our commitment to ethical business practices and contribute to the global fight against modern slavery.



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