

Modern Slavery and Human Trafficking Statement

October 2026

Financial Year Ending 30 April 2026

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 by DAC Beachcroft LLP on behalf of itself and DAC Beachcroft Claims Limited (together "DACB").

Modern slavery is a serious violation of human rights and encompasses slavery, servitude, forced or compulsory labour and human trafficking. DACB is committed to conducting business ethically, transparently and with integrity and we have a zero-tolerance approach to modern slavery in our business and supply chains.

This statement describes the steps taken during the financial year ending 30 April 2026 to identify, assess, manage and mitigate the risks of modern slavery and human trafficking across our operations and supply chains. It should be read alongside our wider [Responsible Business Strategy](#).

Our Business

DACB is an international legal and professional services business with more than 370 partners and approximately 3,100 colleagues operating across the UK, Europe, North America, Latin America, the Middle East and Asia Pacific. We advised more than 3,200 clients across over 217,000 matters, delivering legal services across our core sectors of Insurance, Health and Social Care, Financial Services, Real Estate, Technology and Industry Specialisms.

This statement applies to:

- DAC Beachcroft LLP
- DAC Beachcroft Claims Limited

More detailed information concerning our group structure can be found [here](#).

As a provider of professional legal services, the risk of modern slavery within our directly employed workforce is considered low. Nevertheless, we recognise that modern slavery can occur in any sector and jurisdiction and that our responsibility extends beyond our own workforce to those working within our supply chains.

Governance and Accountability

Responsibility for modern slavery risk sits with the DAC Beachcroft LLP Board, which provides oversight of our approach to ethical business conduct and responsible procurement.

Day-to-day responsibility is delegated to the Senior Partner, supported by the Office of the General Counsel, Procurement, Human Resources and Responsible Business functions.

Together, these teams oversee policies, due diligence processes, training, risk management activities and supplier governance arrangements.

Modern slavery forms part of DACB's wider governance framework and is considered alongside other legal, regulatory, responsible business risks.

Our Supply Chain

Our supply chain primarily supports the delivery of professional legal services rather than the manufacture of physical goods.

Our key supplier categories include:

- professional services providers such as counsel, experts, foreign lawyers, tax advisers, recruitment agencies and training providers;
- technology and information service providers;
- facilities management, cleaning, catering, maintenance, waste management and security services;
- office equipment and supplies providers; and
- travel and accommodation providers.

Most of our suppliers are based in the UK, although we engage suppliers in a number of international jurisdictions. During the reporting period we continued to mature our supplier governance arrangements and transitioned to a managed procurement service model, providing dedicated support for supplier onboarding, due diligence and ongoing supplier oversight.

Policies and Standards

Our commitment to preventing modern slavery is embedded within our broader governance and responsible business framework.

Relevant policies and standards include:

- Anti-Slavery Policy: explicitly sets out our zero-tolerance approach, our expectations around communicating this externally, guidance on red flags, reporting mechanisms should concerns arise and awareness of the firm's modern slavery act statement;
- Supplier Code of Conduct: details our expectations and minimum standards of conduct required from suppliers, their suppliers, third parties and contractors providing goods and services to us;
- Procurement Policy: contains the principles for how we engage with all suppliers, manage risk and relevant authorisation requirements;
- Whistleblowing Policy: offers a mechanism for colleagues to disclose concerns relating to any improper conduct or activity, including modern slavery concerns;
- Equity, Diversity and Inclusion Policies;
- Bullying and Harassment Policy: provides all colleagues have a collective

responsibility to ensure a working environment in which the dignity of all is respected and sets out the procedures for raising and dealing with concerns;

- Recruitment and Employment Procedures underpin our approach to ensuring all colleagues are employed fairly and lawfully; and
- Responsible Business Strategy.

These policies reflect our commitment to fair treatment of workers, ethical business conduct, compliance with applicable laws and effective routes for reporting concerns. They are reviewed annually, or sooner should regulatory, legislative or internal process changes occur.

Our approach is informed by internationally recognised principles, including the UN Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance for Responsible Business Conduct and relevant International Labour Organisation standards.

Risk Assessment and Risk Management

We assess modern slavery risk using a proportionate and risk-based methodology centred on risk to individuals and workers within our operations and supply chain.

When assessing supplier risk, we consider:

- geographic location;
- industry sector;
- labour intensity;
- use of subcontractors;
- supplier criticality;
- responsible business maturity;
- adverse media and regulatory indicators; and
- reputational, sanctions and compliance factors.

Given the nature of our business, we assess our direct operational exposure to modern slavery risk as low. However, we recognise that heightened inherent risk can arise within labour-intensive services and certain global supply chains, including facilities management, cleaning, recruitment, hospitality, merchandise and technology hardware supply chains. Accordingly, we continue to apply enhanced oversight and due diligence in those areas.

Our modern slavery risk assessment is reviewed annually and may be refreshed earlier where significant organisational, geographic or supply chain changes occur.

Due Diligence

Modern slavery considerations form part of our supplier onboarding and supplier lifecycle management processes.

Our due diligence framework includes:

- supplier due diligence questionnaires;

- risk-based supplier assessment and segmentation;
- review of supplier policies and controls;
- review of published Modern Slavery Statements where applicable;
- sanctions and adverse media screening;
- contractual commitments regarding anti-slavery compliance;
- supplier code of conduct requirements;
- periodic supplier revalidation; and
- ongoing supplier monitoring.

Suppliers are expected to identify, assess and manage modern slavery risks within their own operations and supply chains and to maintain appropriate governance, policies and training. Our contractual arrangements include rights to investigate concerns and terminate relationships where serious non-compliance is identified.

Where concerns arise, matters are escalated to Procurement and the Office of the General Counsel so that appropriate remedial action can be determined.

Colleagues and Recruitment

DACB seeks to ensure that all colleagues are employed fairly and lawfully.

Controls include:

- right-to-work checks;
- employment references and verification processes;
- professional qualification checks where appropriate;
- fair recruitment practices;
- annual colleague declarations regarding key risk areas;
- compliance with employment, diversity and harassment policies;
- structured people and wellbeing programmes; and
- payment of at least the UK National Living Wage to UK-based colleagues.

These controls help minimise the risk of exploitation within our directly employed workforce.

Speaking Up and Remediation

DACB encourages colleagues, suppliers and third parties to speak up where concerns arise.

Concerns may be raised through management channels, Human Resources, the Office of the General Counsel or our whistleblowing arrangements.

Any suspected incident of modern slavery would be investigated promptly and, where appropriate, escalated to relevant authorities. Where concerns arise in our supply chain, we seek to work constructively with suppliers to understand circumstances, protect potentially affected individuals and implement appropriate remedial actions before considering

disengagement. This reflects our commitment to a proportionate and people-centred approach.

During the reporting period, no instances of modern slavery were identified within our operations or supply chains.

Training and Awareness

Training remains an important element of our control framework.

Mandatory annual modern slavery training is provided to colleagues in higher-risk and governance-related functions. Additional awareness training and resources are available to all colleagues.

Training is reviewed periodically to ensure that it remains aligned to legal developments, guidance and emerging risks.

Those in our managed procurement function are required to complete appropriate training to assist with the effective identification and mitigation of risk.

Measuring Effectiveness

We assess the effectiveness of our approach through governance oversight, supplier controls, training compliance and risk management activities.

During the reporting period:

- no instances of modern slavery were identified within our business or supply chain;
- supplier due diligence processes continued to operate through standardised questionnaires and onboarding controls;
- supplier monitoring activities were expanded through risk-screening and revalidation processes;
- modern slavery risk remained a standing governance consideration across relevant business functions; and
- responsible business criteria continued to be embedded into procurement decision-making.

This year has been an important period of transition and continued development for DACB. We have made meaningful progress against our objective in strengthening the foundations of our responsible business and supplier governance arrangements by:

- establishing a new responsible business governance structure to support clearer oversight, accountability and coordination across relevant workstreams; and
- embedding a managed Procurement function, enhancing our focus on supplier onboarding, due diligence and ongoing management of supplier risk.

To enhance transparency and accountability, DACB intends to continue developing measurable indicators in future reporting periods, including supplier due diligence

completion rates, supplier revalidation coverage, training completion rates and enhanced visibility of higher-risk supply chains. This aligns with evolving regulatory expectations and best practice guidance.

Measuring Effectiveness

We assess the effectiveness of our approach through governance oversight, training compliance, supplier due diligence activities and ongoing risk management processes.

During the year ended 30 April 2026:

- 0 instances of modern slavery, human trafficking or forced labour were identified or reported within our business or supply chain.
- 93% of colleagues required to complete mandatory modern slavery training completed the course.
- All new suppliers were subject to due diligence (which includes modern slavery screening) before engagement.
- 0 whistleblowing reports relating to modern slavery or human trafficking were received.
- Modern slavery risk remained a standing topic of discussion between Procurement, Responsible Business and the Office of the General Counsel throughout the reporting period.

The Board receives periodic updates regarding responsible business and supplier governance matters, allowing progress and emerging risks to be monitored and addressed as appropriate.

Looking Forward

During the next reporting period we will continue to strengthen our modern slavery framework through:

- enhanced supplier segmentation and risk scoring;
- greater visibility of subcontractor and supply chain arrangements in higher-risk categories;
- continued development of our responsible business programme; and
- ongoing review of policies, governance arrangements and due diligence processes to support continuous improvement.
- development of an ethical code of conduct incorporating our values and expectations of colleagues.

DACB remains committed to conducting business responsibly and to playing its part in helping prevent modern slavery, human trafficking and labour exploitation wherever such risks may arise.

Previous Statements

Copies of our previous statements can be found by clicking on the links below:

[Slavery and Human Trafficking Statement – October 2021](#)

[Slavery and Human Trafficking Statement – October 2022](#)

[Slavery and Human Trafficking Statement – October 2023](#)

[Slavery and Human Trafficking Statement – October 2024](#)

[Slavery and Human Trafficking Statement – October 2025](#)

Approval

This statement was approved by the DAC Beachcroft LLP Group Board on 24 September 2026.

Signed on behalf of DAC Beachcroft LLP and DAC Beachcroft Claims Limited.

Ben Daniels

Senior Partner and Designated Member

DAC Beachcroft LLP

24 September 2026

A handwritten signature in black ink, appearing to read 'Ben Daniels', with a stylized flourish at the end.