

Group Modern Slavery Statement

For the financial year ending 30 April 2026

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 2026.

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. Simmons & Simmons has been publishing its modern slavery statements for the last five financial years.

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 five key sectors: asset management & investment funds (**AMIF**), financial institutions (**FI**), healthcare & life sciences (**HLS**), technology, media & telecommunications (**TMT**), and energy, natural resources, infrastructure & construction (**ENRIC**).

As of 30 April 2026, our total headcount is 2,924 staff worldwide and we operate in the following countries:

- | | | |
|-------------------|------------------|-------------------------------|
| ● Belgium | ● Italy | ● China (including Hong Kong) |
| ● France | ● Luxembourg | ● USA |
| ● The Netherlands | ● United Kingdom | ● Kingdom of Saudi Arabia |
| ● Spain | ● UAE | |
| ● Germany | ● Singapore | |
| ● Ireland | ● Japan | |

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 responsible business, 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 Principles on Business and Human Rights. This year, we have developed bespoke modern slavery training, which is made available to all staff firmwide.

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 (eg Stonewall Top Global Employer), and fair access to all sections of society (eg Top 75 Employer in the Social Mobility Employer Index).

Our clients

We have in place a client and matter onboarding process that checks public data sources for negative media and issues of concern relating to our clients and the work we do for them. Cases which give us cause for concern are escalated by the Business Acceptance Team or partners to the firm's Business Acceptance Committee for consideration. All parties to our matters and our clients' beneficial owners are checked for sanctions and political exposure risk.

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 and are constantly looking to improve and better assess the modern slavery risks in our supply chain. We operate a supplier due diligence process and system for all key suppliers to the firm, which we continue to build upon. The aim is to roll it out across all the firm's offices.

Our suppliers (continued)

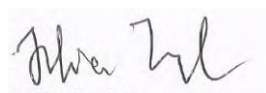
We have a Supplier Code of Conduct which defines the standards we expect of our suppliers, and the standards we adhere to as a firm. Within this, we set obligations for our suppliers' labour practices and conditions, and specifically on forced labour and anti-slavery. The firm always seeks to exercise the best possible practices for the respectful and ethical treatment of workers and promote sustainable conditions in which workers earn fair wages in safe and healthy workplaces. We expect the same standards to apply to those who work in our supply chain. In addition, our model contractual clauses for suppliers include specific modern slavery requirements.

We remain alert to any presence of modern slavery and human trafficking and are committed to minimising the risk 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.

Communication

We publish copies of our Modern Slavery Statements on the Simmons & Simmons website and on the UK Government Modern Slavery Statement Registry.

This statement was approved by the Responsible Business Board on 9 September 2026.

A handwritten signature in black ink, appearing to read "Julian Taylor", on a light blue background.

Julian Taylor

Senior Partner

On behalf of Simmons & Simmons LLP

501060561

simmons-simmons.com.

© Simmons & Simmons LLP and its licensors. All rights asserted and reserved. This document is for general guidance only. It does not contain definitive advice.

Simmons & Simmons LLP is a limited liability partnership registered in England & Wales with number OC352713 and with its registered office at CityPoint, One Ropemaker Street, London EC2Y 9SS, United Kingdom. It is authorised and regulated by the Solicitors Regulation Authority and its SRA ID number is 533587. The word "partner" refers to a member of Simmons & Simmons LLP or one of its affiliates, or an employee or consultant with equivalent standing. A list of members and other partners together with their professional qualifications is available for inspection at the above address.