Introduction

This statement sets out Express Solicitors Limited's actions to understand all potential modern slavery risks related to its business. This statement relates to actions and activities beginning from the financial year 1 April 2025 to 31 March 2026.

As part of the legal sector, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking. Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Express Solicitors Limited is operated from the head office in Manchester with an office in London. The nature of work encompasses civil procedure litigation in England and Wales. All employees are based in the UK.

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use any method to notify, confidentially or otherwise. Any disclosure will be reviewed promptly by the CEO.
- **Employee code of conduct** Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Supplier/Procurement code of conduct** We are committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of our supplier code of conduct will lead to the termination of the business relationship.
- **Training is available to all employees** on a self-select basis via the learning management system.

Due diligence

We undertake due diligence when considering an acquisition or taking on new suppliers. The Company regularly reviews its existing suppliers. The very vast majority of services are directly in-house and UK based, adhering UK employment law.

Approximately 5 workers are outsourced and based in an off-shore location (South Africa) in a firm owned and operated by a UK Solicitor. The outsourced company is a single supplier with robust understanding of the local labour laws and works in strict adherence to them in

partnership with Express Solicitors Limited. At Express Solicitors Limited request, the company only works with nominated persons who work exclusively on the Express Solicitors Limited account giving visibility and transparency to work undertaken.

Should Express Solicitors Limited increase it's procurement / supplier list, or make a new acquisition, a full risk analysis would be undertaken to ensure ethical trading was at the forefront and would not proceed if there was a conflict which was unable to be resolved. The CEO and/or the COO have direct control / authorisation rights of any proposed acquisition or procurement of UK or non-UK based suppliers.

This policy will be reviewed annually each January by the Senior Team. It is the responsibility of the CEO or COO to ensure this policy is adhered to.