RPC



Modern slavery and human trafficking statement

October 2026

A statement from the Managing Partner

This statement is made on behalf of Reynolds Porter Chamberlain LLP and its affiliated entities (as listed below) (RPC), in accordance with the requirements of Section 54 of the Modern Slavery Act 2015 (the Act) for the financial year ending 30 April 2026.

RPC is steadfast in its commitment to responsible business practices, with the prevention of modern slavery and human trafficking forming a core part of our ethical framework. As a leading international law firm, we recognise our duty to uphold the highest standards of integrity, transparency, and ethical conduct – not only within our own operations, but throughout our supply chains and wider business relationships.

Modern slavery, in all its forms – including slavery, servitude, forced and compulsory labour, and human trafficking – is unacceptable and wholly incompatible with our values. RPC is firmly opposed to such practices and is dedicated to acting ethically and with integrity in every aspect of our business dealings.

The prevention, detection, and reporting of modern slavery is a shared responsibility at RPC. Any concerns or suspicions must be raised promptly with the Risk and Compliance Team, who will ensure that appropriate action is taken.

Together, we will make a meaningful and lasting difference.



Statement

This statement was approved by the RPCs' Executive Board on behalf of the firm on 26 October 2026.



Antony Sassi, Managing Partner

Next review by: 31 October 2027

Our business

RPC delivers a comprehensive range of legal services from our offices in the UK, Hong Kong, Singapore and New York, operating through the entities listed below. We are home to over 1,000 people, with turnover exceeding £36m for the financial year ending 30 April 2026.

REYNOLDS PORTER CHAMBERLAIN LLP (trading as RPC) is a limited liability partnership registered in England and Wales (OC317402), with its registered office at Tower Bridge House, St Katharine's Way, London, E1W 1AA, UK. Reynolds Porter Chamberlain LLP is authorised and regulated by the Solicitors Regulation Authority (SRA ID: 440566) and is permitted to practice the law of England and Wales.

REYNOLDS PORTER CHAMBERLAIN (trading as RPC) is a partnership registered in Hong Kong, located at 3802-06, 35/F One Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong. Reynolds Porter Chamberlain is registered with and regulated by The Law Society of Hong Kong and is authorised to practise both Hong Kong law and the law of England and Wales.

PREMIER LAW LLC (trading as Premier Law) is a limited liability law corporation incorporated in Singapore (Unique Entity Number: 200723397D), with its registered address at 12 Marina Boulevard, #38-04 Marina Bay Financial Centre Tower 3, Singapore 018982. Premier Law LLC is regulated by the Singapore Ministry of Law, the Legal Services Regulatory Authority of Singapore, and the Accounting and Corporate Regulatory Authority of Singapore, and is authorised to practice Singapore law.

RPC PREMIER LAW PTE LTD (trading as RPC Premier Law) is a limited liability private company incorporated in Singapore (Unique Entity Number: 201605186H), registered at 12 Marina Boulevard, #38-04 Marina Bay Financial Centre Tower 3, Singapore 018982. RPC Premier Law Pte Ltd is a joint law venture between Reynolds Porter Chamberlain LLP and Premier Law, operating as a law firm. It is regulated by the Singapore Ministry of Law, the Legal Services Regulatory Authority of Singapore, and the Accounting and Corporate Regulatory Authority of Singapore, and is authorised to practice Singapore law in permitted areas.

RPC US LLP is a limited liability partnership registered in Delaware, USA. The office is located at 666 Third Avenue, 6th Floor, New York. Attorneys are subject to the New York bar rules and possibly the regulatory/bar rules of the other jurisdictions as well.

Our supply chains

RPC primarily relies on the following supply chains:

- professional and business services
- technology
- facilities management
- maintenance and catering.

All RPC suppliers are expected to uphold a zero-tolerance approach to modern slavery and human trafficking. Further details are provided in the due diligence section, including our Supplier Code of Conduct, which suppliers are requested to sign prior to commencing services.

In the past 12 months, there have been no reported incidents of slavery or trafficking involving our staff or suppliers.

Risk assessment

We assess the risk of modern slavery in each jurisdiction in which we operate, drawing on publicly available sources, our own knowledge, and experience.

Given the sectors in which we operate, RPC considers the risk of modern slavery and human trafficking among directly employed staff to be low.

Within our supply chain, we recognise a slightly higher risk, but overall, this remains low. To mitigate these risks, we work only with suppliers who share our commitment to integrity, ethical behaviour, and human rights, as outlined below.

Due diligence

RPC operates a centralised process for supply chain management, assessing the risk profile of all new key suppliers. This process involves:

- reviewing the supplier's modern slavery statement (where applicable) and/or code of conduct
- requesting the supplier's agreement to RPC's Supplier Code of Conduct.

As updated in previous years, RPC has established a centralised procurement team to manage procurement procedures, ensuring consistency and rigour in all key supplier onboarding and review. This function continues to mature. Where specific reputational risks are identified, enhanced due diligence is conducted, with support from RPC's dedicated AML team. Where appropriate, we incorporate contractual compliance confirmations, including provisions relating to Modern Slavery and other ethical matters.

For all material suppliers – including those with access to our data, premises, or systems – we require completion of compliance questionnaires confirming suppliers' procedures to prevent modern slavery and human trafficking within their own supply chains. This is supplemented by our own screening for adverse regulatory findings or negative media coverage relating to breaches of the Act.

Since 26 June 2026, RPC have further embedded control procedures and introduced automated daily monitoring of sanctions and supplier-related risks using existing available technology. This provides RPC with ongoing screening for adverse media, politically exposed persons and sanctions in relation to suppliers included in Scope 3 submissions (excluding matter suppliers and transport providers).

This supplier list is reviewed annually to confirm whether RPC remain contracted with the relevant suppliers and to ensure an accurate list of current suppliers is maintained.

In addition, when RPC enters into a contract with a new supplier, our procurement process includes "on the day" sanctions and adverse media searches. Where beneficial owners can be identified, checks are also carried out on those individuals, alongside, where appropriate a review of the supplier's financial position.

RPC's Supplier Code of Conduct requires suppliers to:

- uphold the highest standards of honesty, professionalism, and ethical conduct
- demonstrate a commitment to equality, diversity, and inclusion, treating all staff with respect and protecting them from harassment, discrimination, victimisation, unfair treatment, and abuse. This should be supported by robust policies, ongoing monitoring, and workforce training
- prohibit the use of forced or involuntary labour and comply with the Modern Slavery Act 2015 or any relevant local legislation
- ensure working hours and wages are compliant with applicable laws, including minimum wage, equal pay, and maximum working hours
- provide staff with mechanisms to raise workplace concerns and comply with all relevant labour and employment laws, responding promptly and appropriately to any issues raised
- monitor compliance with the Code within their own organisation and supply chains and promptly report any concerns to RPC.

If a supplier fails to meet RPC's standards, we will consider whether continued engagement is appropriate, offering support to address issues where possible, or taking steps to terminate contracts if necessary.

RPC are committed, where possible, to conducting onsite visits to suppliers to assess working conditions. During 2026, RPC representatives visited an IT supplier's office in Vietnam over three days. During the visit, they completed a modern slavery due diligence questionnaire, obtained and reviewed the supplier's modern slavery policy, and inspected the premises. The representatives also gained further insight into the supplier's operations through presentations delivered by teams across the business.

Our policies

In addition to supplier due diligence, RPC maintains a suite of policies and procedures relevant to modern slavery and human trafficking, reflecting our commitment to ethical and responsible business practices. These include:

- anti-bribery and corruption
- anti-fraud
- domestic abuse
- gifts and hospitality
- modern slavery
- equal opportunities
- whistleblowing.

RPC actively promotes a "speak up" culture and delivers ongoing ethics training to all employee levels. All staff are encouraged to report actual or suspected breaches of RPC policies and procedures in confidence. Reports are investigated by senior members of the firm, with involvement from key stakeholders as required.

Training

All RPC staff have access to AmP Learn, our online learning platform, which provides firmwide training on mandatory compliance topics, including periodic training on modern slavery. Additional resources, such as Home Office guidance on modern slavery, are available via the firm's intranet

New joiners receive dedicated training on modern slavery awareness and guidance on raising concerns. Training will continue to be reviewed and refreshed periodically, with further engagement sessions planned for the next reporting year.

RPC raises awareness within business support teams by embedding the Supplier Code of Conduct into onboarding processes and encouraging initiatives to ensure our supply chains are free from modern slavery and human trafficking.

We also offer a staff assistance programme, including a confidential 24/7 helpline, providing free support and advice for workplace concerns.

RPC's Modern Slavery Steering Group (MSSG) continues to raise awareness and enhance the profile of modern slavery and human trafficking issues. The group comprises colleagues from across the firm, and its composition and purpose was reviewed during 2026 following the appointment of our new Managing Partner, and a new group appointed to the committee.

In October 2025, we ran Hestia's Modern Slavery Training internally, in-person, for all our people to attend, and are working to support Hestia in advertising updated training to our clients and contacts where possible. This is a further demonstration on our intention to deliver sector relevant and engaging training to continually raise awareness and what to look out for.



Measuring effectiveness

RPC periodically reviews its systems to ensure robust policies and processes are in place to mitigate the risk of modern slavery and human trafficking. Effectiveness is measured by monitoring the number of reported incidents annually and gathering feedback from clients, staff, and suppliers.

Our own business initiatives and actions taken up to FYE April 2026

The MSSG continued to meet throughout FYE April 2026, with its terms of reference and purpose to be reconsidered during FYE2027. Work has commenced on formalising reporting structures for anti-modern slavery initiatives and strategy, with updates provided to General Counsel and for wider consideration at the Executive Board. This work will continue into FYE2027.

RPC continues to align its ESG strategy with the UN Sustainable Development Goals and produces its annual Responsible Business Report which outlines activity in these areas. RPC also ensures that it aligns with the UK living wage, which includes all internships undertaken in RPC's UK offices.

As noted above, we are committed to reviewing and enhancing our procurement processes, embedding consistency across the firm.

Charity and pro bono work

RPC collaborates with and supports a range of organisations and charities dedicated to raising awareness of modern slavery, strengthening knowledge both within the firm and externally. Examples include:

Hestia: We have been partnered with Hestia, a London and South-East charity supporting survivors of modern slavery and domestic abuse for the last three years, expanding our partnership this year to support the further development of their Modern Slavery Training, through financial and pro bono support. Over the last year in particular, we have supported Hestia by providing meeting space for their Empowered Voices network, comprising current and former clients supported by Hestia's Modern Slavery Response Team, as well as providing volunteers for Christmas workshops in Hestia safehouses which houses survivors of modern slavery and domestic abuse.

Our Modern Slavery Steering Group were also thrilled to support Hestia's Volunteer Awards by reviewing shortlisted candidates, helping to acknowledge and celebrate the incredible volunteers that support service users.

Anti-Trafficking and Labour Exploitation Unit (**ATLEU**): Through our partnership with LawWorks and their Not-for-Profits programme, RPC has worked with the Anti-Trafficking and Labour Exploitation Unit (ATLEU) to provide pro bono legal services to support survivors of trafficking and modern slavery in relation to work placements.

Justice Without Borders: In Hong Kong and Singapore, RPC assists Justice Without Borders by providing legal advice and services to victims of labour exploitation and human trafficking, as well as ad hoc training and legal support to migrant workers facing barriers to justice.

Plans for FYE April 2027

RPC's approach to modern slavery and human trafficking will continue to evolve, proportionate to the risks identified.

We will continue to grow our partnership with Hestia, offering meeting spaces and expertise for upcoming workshops, and will work with Hestia to enhance and develop the next iteration of their Modern Slavery Training, and help support the promotion of this training as widely as possible.

We will continue to support on pro bono cases relating to modern slavery through our partnerships with the LawWorks Not-for-Profits programmes.

rpclegal.com

© 2026 Reynolds Porter Chamberlain LLP 275155_/271026