

UK MODERN SLAVERY ACT TRANSPARENCY STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") and constitutes the slavery and human trafficking statement for Steptoe International (UK) LLP ("Steptoe UK" or "we") for the financial year ending 30 September 2023.

Modern slavery is defined in the Act as slavery, servitude, forced or compulsory labour and human trafficking. We are committed to acting ethically and with integrity in all of our business dealings and relationships and to implementing effective systems and controls to safeguard against modern slavery in our business and supply chains.

1. Our Business

- 1.1. Steptoe UK is a limited liability partnership registered in England and Wales with registration number OC395074 and is authorised and regulated by the Solicitors Regulation Authority with registration number 635838. We are part of an international legal practice carried on by Steptoe LLP and its affiliated undertakings across key markets in the United States, London, Brussels, Beijing and Hong Kong.
- 1.2. As a law firm, we are subject to stringent professional duties and adhere to the highest standards of ethical behaviour. We believe that the risk of modern slavery occurring in our own business is low. We comply with all applicable employment laws relating to employee terms and conditions, including relating to pay.

2. Our Supply Chain

- 2.1. Our supply chain consists of suppliers of IT, office cleaning and other facilities management providers, catering, courier services, office supplies and professional service providers, many of which are regulated law firms, banks and insurers subject to their own regulatory requirements.
- 2.2. In our supply chain, we consider the main areas of risk to be in the outsourcing of our cleaning, office supplies, facilities management and courier services. We are therefore asking these suppliers, who provide anything above a de minimis level of service to us, to complete a questionnaire relating to modern slavery, which will provide us with additional information on the measures they have in place to monitor and combat modern slavery in their

own business and supply chains. The responses to these questionnaires will inform our continued use of these providers in future. However, we anticipate the risk to be low as a result of our internal contract review and vendor selection process and because we anticipate that many of our UK suppliers will have in place their own policies and procedures in relation to modern slavery.

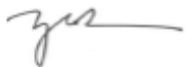
3. Policies/Procedures

- 3.1. We are firmly committed to ensuring that relevant employment, health and safety, human rights laws and international standards are adhered to in the conduct of our business. We would not tolerate any instance of modern slavery in our business or supply chain, and we have a number of policies in place to reduce the risk of non-compliance, including a Complaints Handling Policy, Anti-Bribery Policy, Anti-Money Laundering Manual, Sanctions Policy, Anti-Harassment Policy, Equality & Diversity Policy, and Whistleblowing Policy.
- 3.2. We will continue to monitor the risks of modern slavery arising within our own business and our supply chain.

4. Training

- 4.1. We believe that one of the most effective ways for us to prevent modern slavery from occurring in any part of our business is through training. We continue to work on identifying training needs within Steptoe UK to ensure that all relevant staff, including those in London responsible for dealing with our suppliers, such as IT, human resources, accounts, office services and marketing staff, will be aware of modern slavery risks and how they could affect us and our supply chain.

This statement has been approved on behalf of the members of Steptoe International (UK) LLP.



Signed: _____

Matthew Coleman (Compliance Officer for Legal Practice)

Date: 17th October 2024