

Modern Slavery Policy

Description	The purpose of this Policy is to raise awareness of modern slavery and potential issues that could affect Reed Smith and our supply chain, and provide information as to how to a report breach of this Policy.
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Purpose 1

Policy Statement 1

Reporting breaches of this Policy 1

Policy ownership and review 2

Revision History 2

Purpose

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Policy Statement

Modern slavery comes in various forms but in all forms it has the common feature of one person depriving another of his or her liberty in order to exploit that person for commercial or personal gain. The term modern slavery is also used to denote human trafficking which includes the acts of recruiting, transporting, transferring, harboring or receiving a person, through any coercive means for the purpose of exploitation. In all its forms, modern slavery is a violation of human rights and is illegal, but we as a firm are conscious that it continues to occur across the world, including in the UK.

It is important to us that we are “Doing The Right Thing” where ever we operate. Our goal is to implement systems which will ensure that modern slavery is not taking place anywhere in our business and that those with whom we do business never benefit from or in any way contribute to modern slavery.

The objective of the systems, which we continue to develop, are to ensure that everyone who works for and does business with us upholds and acts in accordance with the same principles. In particular, everyone who works for and does business with us must avoid any activity that might amount to, or lead to, a breach of this Policy.

This Policy applies to all who work at Reed Smith and anyone who has a business relationship with Reed Smith.

We endeavor to communicate our Policy and the means to report breaches to all suppliers, contractors and others with whom we do business at the outset of any business relationship and remind them of our approach, when appropriate. We may terminate our relationship with any person or organization who does not comply with this Policy.

All who work at Reed Smith can access this Policy and guidance on the dedicated modern slavery page (available on our internal risk management page). We also regularly provide training on this Policy.

A breach of this Policy by an employee of Reed Smith will be considered under the firm’s misconduct procedures and, if a serious breach, could be a treated as gross misconduct, which might result in dismissal without notice.

Reporting breaches of this Policy

It is the responsibility of all of us to detect and report any incident of modern slavery. Any suspicion of modern slavery or other issues which could be a breach of the Policy should be raised at the earliest opportunity. If you are unsure whether a particular act or treatment by a Reed Smith partner, employee or supplier might constitute modern slavery, please raise it for further consideration by the firm.

Reports can be made to any member of the Legal Department or Office Managing Partner. In addition, reports can be made confidentially and, if requested, anonymously, to the Reed Smith Ethics Hot Line that is managed by an independent organisation EthicsPoint, Inc: Please see a link to EthicsPoint, [here](#). Any report made to EthicsPoint, will have its confidentiality and anonymity protected to the fullest extent possible. EthicsPoint is currently used by more than 2,400 organisations internationally.

To report a potential breach to EthicsPoint by phone, use one of the numbers that can be accessed on the

EthicsPoint page or, if you do not feel comfortable using the phone, a web intake method can be used by going to the [EthicsPoint website](#). Reports are entered directly on the EthicsPoint secure server to protect against a breach of security.

Reed Smith Ethics Hot Line Numbers for each Reed Smith office location can also be found on the [EthicsPoint website](#).

Policy ownership and review

The Legal Department maintain responsibility for this Policy. This Policy was originally published in October 2016 and revised as noted in the table of amendments below. The Legal Department will review this Policy at periodic intervals (usually, at least annually).

Revision History

REVISION HISTORY			
VERSION	REVISION DATE	REVISED BY	DESCRIPTION
1	October 2016	Legal Department	Policy created
2	March 2019	Legal Department	Policy amended
3	March 2020	Legal Department	Policy amended
4	March 2021	Legal Department	Policy amended
5	December 2021	Legal Department	Policy amended
6	December 2022	Legal Department	Policy amended