

## Modern slavery policy statement

We have processes in place so that we do not contribute towards adverse human rights impacts and that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

Our Partners are committed to engaging only those suppliers that uphold the same principles as Troup Bywaters + Anders LLP (TB+A) and where necessary ensure the implementation of corrective action measures. In the event that suppliers fail to take steps to cease or prevent adverse human rights impacts, we will reconsider our business relationships with those suppliers.

Internally, we have policies on Human Rights, Basic Working Conditions and Corporate Responsibility, to address workplace issues such as working hours, child labour, forced labour, non-discrimination, freedom of association, health and safety and the environment.

We are committed to the following:


- + safe, healthy, and supportive working conditions including consultation and participation of our people and those we work with and other representatives where applicable
- + maintaining Living Wage employer status
- + good working conditions by ensuring our employees have adequate wages, working hours and work-life balance
- + a supportive workplace culture
- + training including refreshers

We source a wide range of goods and services from suppliers based in the United Kingdom. In all dealings with those suppliers we strive to ensure that the highest ethical standards are reached. As part of this ongoing requirement, our suppliers are required to commit to eradicate slavery and human trafficking in their own business and supply chains.

An internal audit of all our direct suppliers has presented us with no immediate concerns. Our suppliers are based in the United Kingdom and have been assessed as posing minimal risk in terms of non-compliance with the Act.

All suppliers used by or recommended by us are to have a statement of their compliance with the Modern Slavery Act established. This is undertaken by use of questions which are part of an overall questionnaire covering Quality, H&S, the Environment, and ethical practices including any compliance with any government-imposed sanctions.

We recognise the importance of maintaining constant vigilance to identify and address any impacts associated with slavery and human trafficking throughout our supply chain. In recognition of the salience of these issues, we are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential impacts in this field.

Signed:  James Campbell – Managing Partner

Date: 2<sup>nd</sup> January 2026

Next review date Jan 2027