



## MODERN SLAVERY STATEMENT

### STATEMENT AND PURPOSE

1. Vale & Wold LLP (the **Business**) and its Designated Members (the **Partners**) are committed to preventing slavery and human trafficking in all forms within the **Business** and its supply chain. This statement serves to ensure that all business partners, contractors, and suppliers uphold ethical practices in line with human rights, dignity, and freedom, free from exploitation and abuse.
2. The **Business** unequivocally condemns all forms of slavery, forced labour, human trafficking, and any other form of exploitation or abuse. We are committed to maintaining a business environment that promotes human dignity, equality, and respect for basic human rights.
3. This statement reflects the organization's commitment to human dignity, the rule of law, and the elimination of forced labour and human trafficking. The **Partners** have the right to work in an environment free of exploitation, and the **Business** will continue to work toward maintaining such an environment.
4. This statement complies with relevant local and international laws, including the UK Modern Slavery Act 2015 and the International Labour Organization's (ILO) conventions and protocols.

### WHAT DOES THIS STATEMENT COVER?

5. This statement applies to the **Partners** and all contractors, suppliers, and other stakeholders across all operations of the **Business**, including direct and indirect labour, as well as any third-party supply chains.

### MODERN SLAVERY PRINCIPLES

6. **Prohibition of Slavery and Human Trafficking:** The **Business** strictly prohibits the use of any form of slavery, forced labour, or human trafficking, either directly or indirectly, in any of its operations or supply chains.
7. **Respect for Human Rights:** We are dedicated to respecting the rights of individuals and treating everyone with dignity and respect. We uphold the principles of equality, freedom, and justice in all our operations.
8. **Non-Discrimination:** All individuals must be treated equally, without discrimination based on race, colour, sex, gender, sexual orientation, religion, political opinion, national origin, or other status.
9. **Fair Working Conditions:** The **Partners** should work under fair, safe, and equitable conditions. All work should be voluntary, and the **Partners** have the freedom to leave their position after giving reasonable notice.
10. **Freedom of Movement:** All workers must have the right to freely leave their workplace, unless restricted for legitimate reasons (e.g., contractual obligations) which comply with local laws.
11. **No Child Labour:** We strictly prohibit child labour in any form and ensure that our suppliers and contractors adhere to national and international laws on the minimum working age.
12. **Transparency and Accountability:** The **Business** commits to conducting regular monitoring of its operations and supply chain to ensure that no form of slavery, forced labour, or human trafficking is present. We will take immediate and corrective actions if violations are discovered.

13. **Supplier Responsibility:** We will work closely with subcontractors and suppliers to ensure they understand and adhere to the standards laid out in this statement.

## PROCEDURES

14. **Training: Partners** will undergo training to recognize the signs of modern slavery, forced labour, and human trafficking, and to understand the **Business's** expectations for compliance.
15. **Reporting Mechanisms:** We maintain confidential reporting mechanisms for the **Partners**, contractors, and other stakeholders to report suspected slavery or human trafficking activities without fear of retaliation.
16. **Supply Chain Due Diligence:** The **Business** maintains a robust system for due diligence and risk assessment within the supply chain to identify and address potential issues related to slavery and human trafficking.
17. **Corrective Action:** If violations of this statement are found, the **Business** will take immediate corrective actions, including the termination of relationships with contractors or suppliers found to be involved in slavery or human trafficking. Legal and financial consequences may also be imposed.

## WHO IS RESPONSIBLE FOR THIS STATEMENT?

18. The **Partners** have overall responsibility for and must adhere to this statement. The **Partners** must actively report any concerns related to human trafficking or slavery.

## MONITORING AND REVIEW

19. This statement will be regularly reviewed and updated as needed to ensure ongoing compliance with relevant legislation and to reflect the evolving practices in corporate responsibility. Regular monitoring of the effectiveness of this statement will be conducted, and any updates will be communicated to the **Partners**.