SHERIDANS MODERN SLAVERY STATEMENT

Introduction

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 (the "**Act**"). The Act requires certain companies carrying on business in the UK to publish a statement each year to outline the steps taken to ensure modern forms of slavery and human trafficking are not taking place in the company's business operations and supply chains. This statement has been prepared with reference to the updated Transparency in Supply Chains Statutory Guidance published by the Home Office in March 2025.

Sheridans is committed to operating responsibly and establishing high ethical standards across our firm. We will not tolerate modern forms of slavery or human trafficking in our business. This statement sets out our business and policies and practices on human rights, including human trafficking, in relation to our operations and supply chains.

Our business

Sheridans is a Limited Liability Partnership, which operates within the UK and Germany, we have two offices and a headcount of over 170 employees including lawyers and business support staff. We are authorised and regulated by the Solicitors Regulation Authority (the "**SRA**") under SRA ID 8011321. A full list of partners is open for inspection at Seventy-Six Wardour Street, London, W1F OUR.

We specialise in providing a full range of legal and consultancy services to clients in the media, entertainment and technology sectors. For more information about what we do visit - *About us.*

Our supply chains

Our supply chains consist of suppliers who provide goods and services to us to enable the firm to deliver legal and consultancy services. The goods and services we purchase are limited to and primarily relate to professional services, facility management and maintenance (including cleaning, catering and building services) and information technology (including hardware, software and managed services). Despite limited risk of association with modern slavery and human trafficking, we are committed to carrying out appropriate due diligence on any current and future suppliers and to strengthening our policies and systems to ensure compliance, as detailed below.

Sheridans is committed to acting responsibly in all our business activities and to upholding the high standards expected of the SRA. We will not act for clients where it is illegal or inappropriate for us to do so. We have procedures in place to enable us to monitor any clients or instructions from clients, which we have identified as high risk. Employees are required to report any known or suspected breaches of law or ethical standards. We provide training to all partners and employees in relation to professional standards including risk management, money laundering, bribery and corruption. All relevant policies are reviewed at least annually.

These high ethical standards in relation to our business activities, operations and when dealing with suppliers are set out in the policies below.

- *Anti-Money Laundering Policy*
- *Anti-Bribery Policy*
- *Risk Management Policy*
- *Supervision and Risk Management Policy*
- *Whistle-Blowing Policy*

These policies underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We periodically review and update all our policies and confirm that all the above policies were reviewed during the financial year 2025/26.

Our due diligence processes for slavery and human trafficking

We acknowledge that slavery and human trafficking exist. As a professional services firm strictly regulated by our regulatory body, the SRA, our ongoing assessment is that we are at low risk of slavery or human trafficking occurring within our business. However, we do review this assessment on an ongoing basis.

In respect of our supply chains, we recognise there may be a risk dependent upon the goods or services provided to us and our assessment and due diligence process focuses primarily on our supplier relationships. We recognise that monitoring the risks in our supply chain is an ongoing process and continue to review and refine our risk assessment process in this area.

We evaluate direct suppliers before they enter our supply chain. We expect our suppliers to operate fair and ethical workplaces. Our due diligence procedures aim to:

- Identify and action potential risks throughout our business and supply chains.
- Monitor potential risks to our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking, in our supply chains and our business, we provide training to all employees, including partners and business support staff. During the financial year 2025/26, we continued to provide our compulsory online modern slavery training to all staff and tracked completion rates to ensure compliance. Training content covers how to recognise indicators of modern slavery, how to report concerns, and the firm's obligations under the Act. We review the content of our training at least annually to ensure it remains current with legislative and guidance developments.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or

supply chains. We report against these KPIs each year and use the results to drive continuous improvement:

- Training - we assess completion rates of our compulsory modern slavery training course and follow up with individuals where necessary to ensure compliance.

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Internal Review - we regularly review our policies and procedures to ensure they are in line with regulatory requirements and best practice. This also includes reviewing our due diligence and ongoing monitoring procedures in relation to our suppliers.

Further steps

Following a review of the effectiveness of the steps we have taken during this financial year 2025/26 to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking during the coming year:

- We will continue to review our approach to modern slavery to evaluate its effectiveness.
- We will continue to provide online training on modern slavery to all employees.
- We will be increasing the levels of due diligence performed on both new and existing suppliers in relation to modern slavery and ensuring that such checks adhere to our own policies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Sheridans slavery and human trafficking statement for the financial year ending 2025/26. It was approved by our senior management team on 15 October 2026.

Howard Jones
Managing Partner and Compliance Office for Legal Practice – Sheridans LLP

Date: 15 October 2026