

DAC BEACHCROFT

Transparency in Supply Chains - Slavery and Human Trafficking Statement

October 2025

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") by DAC Beachcroft LLP on behalf of itself and its wholly owned subsidiary, DAC Beachcroft Claims Limited, which operate as part of the DAC Beachcroft group ("DAC Beachcroft"). It sets out the steps we have taken throughout our global business to identify and mitigate the risk of modern slavery occurring within our business or supply chain for the financial year ending 30 April 2025.

1. Our Business

DAC Beachcroft is a leading international legal services business with more than 350 Partners and 3,100 colleagues within the UK, Europe, US, Asia-Pacific and Latin America across a range of separately constituted and regulated legal entities, providing legal services in their respective jurisdictions.

This statement will focus on the two entities which meet the reporting criteria.

- DAC Beachcroft LLP, a limited liability partnership registered in England and Wales (registered number OC317852) and the parent undertaking within the DAC Beachcroft group.
- DAC Beachcroft Claims Limited, a limited company registered in England and Wales (registered number 04218278).

For further information on our group structure, please click [here](#).

We advise more than 3100 clients across over 219,000 matters annually. Our international and UK teams of lawyers and advisors are focussed on providing [services across six core Sectors](#):

- Financial Services
- Health and Social Care
- Insurance
- Real Estate
- Technology
- Industry

DAC Beachcroft is recognised in global legal rankings for our work across a range of industries and as market-leaders in the insurance, health and real estate sectors.

2. Our Supply Chain

The last 12 months has seen a change in the use of entities within our business structure, reducing the use and reliance of DAC Beachcroft Services Limited (company number 05560211) for our relationships with third parties. Emphasis is instead placed on those entities directly involved in the provision of services, though this has not materially impacted our approach to modern slavery concerns.

As a legal services provider DAC Beachcroft predominantly employs qualified lawyers, assisted by business services professionals.

Suppliers of goods and services, used to enable us to deliver our services are procured in accordance with our Procurement Policy, with most sourced from, and within, the UK. Where this is not possible, our policies and procedures require that a suitable supplier who aligns with, and can deliver our requirements is used.

Most suppliers fall within the scope of:

- Professional services such as experts, Counsel, foreign lawyers, business advisors such as tax, and training providers
- Support services such as cleaners, maintenance workers, caterers, security and IT support.
- Vendors of goods such as office supplies, venues and branded merchandise.
- Technology such as hardware, software including cloud, SAAS and telecommunications providers, and subscriptions.

The scope and suitability of suppliers is regularly reviewed and there have been no substantial changes to our principal suppliers in the last 12 months

3. Our Policies and Procedures

We have a zero-tolerance approach to modern slavery, forced or bonded labour, servitude or human trafficking ("modern slavery") within our business and our supply chains.

This is affirmed in our Anti-Slavery policy and reflected in our commitment to being a [Responsible Business](#), operating in a clear and transparent manner, as underpinned by our [Purpose, Vision and Cultural Principles](#). We have developed a cohesive and interconnected [Environmental Social & Governance \(ESG\) strategy](#) to help us deliver on our purpose and our commitments to colleagues, clients, suppliers, local communities and the environment. Our Supplier Code of Conduct confirms the standards expected of our suppliers.

Given the nature of our business, we believe our exposure to modern slavery risks is low. We remain committed to ensuring modern slavery is not taking place anywhere in our business or supply chain.

We ensure that our systems and processes consider and mitigate such risks through:

Recruitment

- recruiting and developing colleagues based on business need, merit and competency.
- complying with all legal obligations when recruiting, including confirming right to work.
- candidate due diligence, which includes a careful recruitment and interview process together with background checks (including employment references and verification of qualifications).

Continuing employment

- requiring colleagues to provide annual declarations in relation to key risk topics.
- maintaining policies and procedures which comply with all legal and regulatory requirements including those dealing with Equity, Diversity & Inclusion, Whistleblowing, Bullying & Harassment.
- maintaining work focussed programmes in line with our cultural principles, including a dedicated

Early Talent programme, alongside others such as [FlexForward](#) and [Reconnect](#).

- monitoring and discussing colleague performance, development plans, and linking total reward decisions with behaviours in line with our culture and strategy.
- maintaining core training requirements for all colleagues with tailored training dependent on role and business function.
- ensuring that our UK colleagues are paid at least the current UK National Living Wage.

Client relationships

- setting and maintaining a strategy aligned with our core objective to be the law firm of choice for our clients.
- prior to entering into business relationships with clients, undertaking due diligence to identify any potential legal, regulatory and/or reputational risks.
- agreeing competitive, pragmatic terms that are appropriate and mutually acceptable.
- monitoring, understanding and responding to client requirements.

Procurement

- maintaining a dedicated Procurement function.
- regular review of our Procurement Policy and strategy.
- continued alignment with, and adoption of, the CIPS Corporate Code of Ethics, ensuring ethical Procurement practices.
- supporting the training and development of our Procurement colleagues to work towards, and where appropriate, hold CIPS qualifications.

Supplier Engagement

- ensuring that suppliers are identified and sourced in accordance with the Procurement Policy on a transparent and objective basis.
- requiring suppliers to confirm that they agree to our Supplier Code of Conduct and minimum commercial terms, aligned with our business policies and procedures.
- undertaking robust due diligence to ensure suppliers can demonstrate their compliance with our requirements at the outset of, and during, our relationship with them.
- managing our relationships with suppliers through regular engagement.
- ensuring contractual arrangements are clear and reflect respective roles and responsibilities.

Office of the General Counsel

- maintaining a central team of lawyers, governance professionals and subject matter experts to ensure awareness of, and compliance with, legal and regulatory obligations.
- actively supporting the business to deliver strategic goals in accordance with agreed risk appetites.
- no less than annually reviewing and challenging the suitability of governance processes, policies and procedures, to ensure continued alignment with relevant legislation.

4. Due Diligence

Suppliers are subject to proportionate due diligence based on the service required and our relationship with them.

This ensures alignment with our Cultural Principles and Purpose, in addition to satisfying legal and regulatory requirements.

Suppliers are required to agree our minimum commercial terms and:

- warrant that that no slavery is used in their business or supply chain with processes and policies in place to safeguard against such risk.
- agree indemnity provisions and rights to terminate for breach of our anti-slavery requirements.

In addition they must adhere to our supplier operating principles, which include:

- management systems to deliver and monitor contractual compliance reflecting agreements with DAC Beachcroft and their supply chain.
- compliance with all relevant legislation and [ILO](#) conventions.
- systems and processes to communicate their compliance expectations to all of their relevant employees and sub-contractors/supply chain.
- compliance with the requirements of our ESG strategy and co-operation in relation to reasonable requests for additional information.

Responses and confirmations of compliance, are reflected in our written terms with suppliers. These terms include termination rights for non-compliance.

Relationship management and proportionate periodic revalidation, depending on the nature and extent of the services being provided, ensure continued adherence to our expectations.

Any instance of non-compliance is escalated and addressed promptly by Procurement working with the Office of the General Counsel.

5. Risk Assessment and Management

Whilst we view modern slavery risk as low, with adequate controls in place to manage, monitor and mitigate such risks, we remain alive to the direct and indirect risks posed.

Our business-wide risk assessment reflects the policies, controls and procedures we have in place to mitigate modern slavery risks. In accordance with good practice this is reviewed annually or in response to a significant event that could influence the risk to our business, such as introduction of a new work stream, the opening of an office in a new jurisdiction, or change to the legal framework.

To ensure continual consideration of modern slavery risks across all areas of our business we:

- set and direct our approach to modern slavery at Board level, delegating responsibility to the Senior Partner who is supported by the Office of the General Counsel.
- periodically remind all colleagues of their obligations in relation to modern slavery.
- ensure that applicable colleagues undertake required training (no less than annually).
- review and maintain applicable policies and procedures to identify, and escalate, areas of legal or regulatory risk.
- support visibility of new and emerging risks via horizon scanning.
- actively monitor and respond to our commitments to avoiding instances of modern slavery within our supply chain by:
 - actively monitoring and engaging with suppliers (by risk categorisation of critical, key or operational) during the lifecycle of the business relationship.
 - considering local legislation and sensitivities prior to procuring services for our

international offices.

- collaborate between the Office of the General Counsel, Procurement, HR and Responsible Business functions to ensure expectations are clearly set and managed.

6. Training and Awareness

Ensuring colleagues understand what modern slavery is, can identify 'red flags' and know how to escalate concerns is critical to managing modern slavery risk.

Our Employment and Real Estate legal teams, together with colleagues from HR, Finance, Procurement and Office of the General Counsel all receive mandatory training in accordance with National Crime Agency guidance.

The scope and content of the training is periodically reviewed to ensure it reflects current legal and business requirements. Completion rates are actively monitored to ensure completion and compliance.

A second, separate, non-mandatory, training course is also accessible to all colleagues to support wider awareness and continuing professional competency.

Awareness of our wider policy and process framework forms part of our induction programme, with key modules required to be undertaken at specified intervals.

Awareness is further supported through business-wide communications, which:

- highlight our policies and procedures.
- remind colleagues of our zero-tolerance approach to modern slavery and human trafficking.
- identify and signpost applicable due diligence requirements.

7. Key Performance Indicators

Due to a variety of factors, including changes in key colleagues and business focus, it has not been possible to complete all commitments planned for the last year, though we remain committed to managing modern slavery risk. Over the last 12 months:

- no instances, or concerns, of modern slavery have been identified within our business or supply chain.
- members of the Office of the General Counsel, Procurement and Responsible Business teams have met to discuss modern slavery risk and any required actions.
- we have continued to focus on steps to mitigate the risk of modern slavery within our supply chain by ensuring that:
 - our Procurement colleagues have successfully completed their modern slavery training and achieved or maintained applicable CIPS certifications.
 - new suppliers provide adequate and appropriate due diligence responses which are subject to periodic review and revalidation.
 - our vendor risk management tool is utilised and operating effectively, identifying and implementing improvements where required.
 - relationships are effectively managed, services delivered in compliance with applicable laws and onerous or unnecessary requirements avoided.
- we have completed a review and refresh of our modern slavery training, including its accessibility, to ensure it remains relevant, appropriate and fit for purpose.

Within the next year, we are committed to:

- raising awareness and engagement with our updated modern slavery training beyond the mandatory groups.

- agreeing clear actions in line with our Responsible Business strategy to ensure that they continue to align and effectively support the fight against modern slavery.
- continually assessing the suitability of vendor risk management tools and available modules to best manage risks within our supply chain.
- publishing our Supplier Code of Conduct on our website.
- monitoring the effectiveness of our systems, policies and processes to ensure that the risk of modern slavery within our business and supply chain remains low.
- agreeing and enforcing appropriate accountability and governance mechanisms to support our continued efforts to manage modern slavery risks through both Responsible Business and Procurement activities.

Copies of our previous statements can be found by clicking on the links below:

[Slavery and Human Trafficking Statement – October 2021](#)

[Slavery and Human Trafficking Statement – October 2022](#)

[Slavery and Human Trafficking Statement – October 2023](#)

[Slavery and Human Trafficking Statement – October 2024](#)

Approvals

This statement was approved by the DAC Beachcroft LLP Group Board on 25 September 2025 and signed by our Designated Member and Senior Partner.

Virginia Clegg
Designated Member
DAC Beachcroft LLP

25 September 2025

A handwritten signature in black ink, appearing to be 'VC', enclosed within a thin black rectangular border.