



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

FINANCIAL YEAR ENDING APRIL 2019

This slavery and human trafficking statement is made on behalf of Reynolds Porter Chamberlain LLP and its affiliated entities (**RPC**), pursuant to s.54 of the Modern Slavery Act 2015 (the **Act**) for the financial year ending 30 April 2019.

Introduction

RPC is opposed to all forms of modern slavery and takes its obligations in relation to slavery and human trafficking very seriously. RPC is committed to acting ethically and with integrity in its business dealings.

RPC and its affiliates

REYNOLDS PORTER CHAMBERLAIN LLP (**RPC LLP**) is a limited liability partnership registered in England and Wales with registered number OC317402. Its registered office address is Tower Bridge House, St Katharine's Way, London, E1W 1AA, United Kingdom. RPC LLP is law firm authorised and regulated by the Solicitors Regulation Authority (the **SRA**). RPC LLP's SRA ID number is 440566.

RPC LLP is part of a network of affiliated firms (the **RPC Businesses**). The RPC Businesses comprise the following:

- REYNOLDS PORTER CHAMBERLAIN CONSULTING LLP (**RPCC LLP**) is a limited liability partnership registered in England & Wales with registered number OC398435. Its registered office address is Tower Bridge House, St Katharine's Way, London E1W 1AA, United Kingdom. RPCC LLP provides management, consultancy and technology services and is not regulated by the SRA;
- RPC FRANCE SAS (trading name **RPC France**) is a société par actions simplifiée, incorporated under the laws of France under company number 819 637 364. Its registered office is 75 boulevard Haussmann – 75008 Paris. RPC France provides management, consultancy and technology services and is not regulated by the SRA;
- REYNOLDS PORTER CHAMBERLAIN (trading name **RPC**) is a partnership formed under Hong Kong law and its address is 3802-06, 38/F One Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong. It is a law firm registered with and regulated by The Law Society of Hong Kong and is authorised to practise Hong Kong law; and
- RPC PREMIER LAW PTE LTD (**RPCPL**) is a limited liability company registered in Singapore and its registered address is 12 Marina Boulevard, #38-04 Marina Bay Financial Centre Tower 3, Singapore 018982. RPCPL is owned by RPC and Premier Law LLC and is a law firm regulated by the Legal Services Regulatory Authority of Singapore and the Ministry of Law.

References to "RPC", "we", "us", "our", or the "firm" are references to both RPC LLP and the RPC Businesses.

Our supply chains

The supply chains RPC uses to provide its services primarily relate to professional and business services, information technology, facilities management, maintenance and catering.

Risk Assessment and Due Diligence

Given the sectors in which we operate, RPC considers its directly employed staff to be relatively low risk in relation to the potential for Modern Slavery and Human Trafficking.

In relation to the supply chain excluding RPC's directly employed employees, RPC considers there is a slightly higher risk in relation to the potential for Modern Slavery and Human Trafficking.

RPC recognises that Singapore and Hong Kong are regions which are generally considered to pose a higher risk of modern slavery and human trafficking occurring.

We value integrity, ethical behaviour and a strong commitment to human rights and endeavour to build relationships with our suppliers based on these principles.

In September 2019 we introduced a new Supplier Code of Conduct to reflect these standards, which we ask new suppliers to RPC LLP to sign.

RPC is conducting an ongoing review of our suppliers to determine which have published modern slavery statements. We plan to monitor the modern slavery statements of our suppliers on an ongoing basis in order to assess whether or not the steps they are taking in respect of the risk of modern slavery are in line with our own standards in this area.

In the coming year we plan to engage with suppliers we have identified (or identify in the future) which have either i) not published a modern slavery statement in accordance with the Modern Slavery Act 2015 or ii) published a modern slavery statement which we consider fails to demonstrate a commitment to standards in line with our own. Any such suppliers will be required to sign our Supplier Code. If such a supplier is not willing to sign our Supplier Code we will review our contract with that supplier and take appropriate steps, which might include terminating our relationship with them.

Our policies

RPC is committed to ensuring that there is no Modern Slavery or Human Trafficking in its supply chains or in any part of its business.

RPC has a number of existing policies and procedures which are relevant in relation to Modern Slavery and Human Trafficking and these set out our commitment to acting ethically and with integrity in our business dealings, including:

- Modern Slavery Policy;
- Anti-Bribery Gifts and Hospitality Policy; and
- Whistle-blowing Policy.

RPC also provides its employees with an employee assistance programme, that can be used by its employees for free and confidential advice in relation to workplace concerns or issues.

Training

All RPC staff have access to an online learning platform which provides information on Modern Slavery Compliance on a periodic basis. RPC is reviewing what more can be done to raise awareness in key support teams with responsibility for managing suppliers.

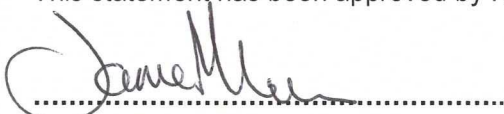
Measuring effectiveness

RPC periodically reviews its systems to ensure that we have robust policies and processes in place to mitigate the risk of Modern Slavery and Human Trafficking.

Statement

This statement will be reviewed annually and made available on our website.

This statement has been approved by RPC's management board.

A handwritten signature in black ink, appearing to read 'James Miller', is written over a horizontal dotted line.

James Miller, Managing Partner

October 2019

Next Review: October 2020