

Modern Slavery Statement

This statement is made on behalf of Duane Morris LLP and its London office, Duane Morris (collectively, “Duane Morris”), pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our anti-slavery and human trafficking statement for the financial year ending 31 December 2023.

Duane Morris is working to prevent the risk of modern slavery and human trafficking from occurring within its business and supply chain.

Structure and business of the organisation

In the UK, Duane Morris is a partnership authorised and regulated by the Solicitors' Regulation Authority (number 310992). Further information regarding the structure of our offices is available at https://www.duanemorris.com/site/legal_notices.html.

Our business is office-based and our primary supply chain categories support these office operations. We work with a range of suppliers such as professional services, IT and technology. Many of our supply chain categories consist of other regulated service providers such as other legal and financial services firms.

Policies

Duane Morris is committed to high standards of ethical, moral and legal business conduct and we expect our suppliers to uphold the same values.

As part of our commitment to combating modern slavery and human trafficking, we have the following policies and procedures to demonstrate our commitment to acting with integrity: Anti-Discrimination, Modern Slavery, Internal Reporting (Whistleblowing), Complaints Handling, policies constituting an Employee Code of Conduct and Ethics, Anti-Bribery and Corruption, and Conflict of Interest.

Due diligence

We have a compliance team who will review and address the risks in the area of modern slavery and ensure that appropriate measures are applied to assess, manage and minimise risk.

Risk management

Duane Morris will assess the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by reviewing its suppliers and their relevant policies and procedures. We currently apply policies and procedures concerning employment screening (including work eligibility checks) and employment conditions.

As a regulated provider of legal services and employer of predominantly professionally qualified and highly skilled people, most of our sourcing is from low risk industry sectors.

Effectiveness

For the financial year ending 31 December 2024, Duane Morris will seek to assess and monitor the efficacy of our training and awareness of reporting risks associated with modern slavery.

We will also seek to develop our supplier risk assessment process to inform areas of risk and our efforts to monitor and action corrective steps as needed. We will continue to define and adopt appropriate key performance indicators to inform our monitoring and reporting.

Training

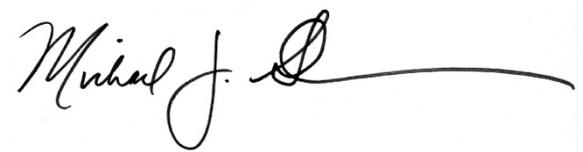
Duane Morris will invest in further educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains to assist employees to identify and report any potential breaches of our anti-slavery and human trafficking policy.

Further Steps

As part of our future initiatives, Duane Morris will review the effectiveness of the policies and procedures we have implemented and consider improvements to our policies and practices.

This statement was approved by Michael J. Silverman, Partner and General Counsel, Duane Morris LLP, on 8 January 2024.

Signed:

A handwritten signature in black ink, appearing to read "Michael J. Silverman", followed by a long horizontal flourish.

Michael J. Silverman

Partner and General Counsel

Duane Morris LLP

Date: 8 January 2024