

Human Rights Policy Statement

Purpose

Shoosmiths' Sustainability Vision is to be a low-carbon law firm that delivers for our clients and communities to enable a sustainable future.

This policy lays out Shoosmiths LLP and related entities (Shoosmiths) commitment to respecting all internationally recognised human rights for our employees, value chain workers and the communities we operate in. Shoosmiths commits to not negatively impact on their access to equal treatment, fair remuneration, safe working environments, freedom of association and contractual agreements, as well as freedom from child labour, forced labour or modern slavery.

Scope and application

This policy applies to all Shoosmiths activities, locations and those who work within Shoosmiths, failure to comply with this policy may result in disciplinary action.

Principles

To mitigate the risk of human rights violations within our own operations and wider value chain, Shoosmiths will:

- Comply with all relevant legislation on human rights, modern slavery and forced labour;
- Assign senior management responsibility for human rights within the firm and our value chain;
- Identify human rights impacts, risks and opportunities associated with our operations and value chain,
- Not accept any infringement on the human rights of our employees, value chain workers and the communities we operate in;
- Mitigate the risk of human rights infringements within our own operations through our Diversity, Equity & Inclusion programme and maintaining our living wage employer accreditation;
- Mitigate the risk of human rights infringements within our value chain through effective procurement policies and collaborative engagement with supply chain partners;
- Measure and report on the risk of human rights violations within our own operations and wider value chain, as well as the effectiveness of our actions to mitigate risks;
- Maintain a whistleblowing facility for any stakeholder, whether directly affected or not, to raise concerns about actual or potential human rights violations within our operations or value chain;
- Share best practice internally and externally, collaborating with others to reduce the risk of human rights violations both within Shoosmiths' value chain and in wider society; and
- Implement, maintain, monitor and communicate this policy across the firm and make it available to all interested parties.

Monitoring and review

The policy will be reviewed periodically to ensure its suitability and effectiveness.
The Director of People has ultimate responsibility for this policy.

Policy approved by Sustainability Steering Committee

Revision history

Revision number	Date	Reviewed by	Reason for review	Approved by
1	16/07/2025	Senior Sustainability Manager	Creation of policy	