Modern Slavery

Anti-Slavery Statement

Updated September 2026

This statement is made on behalf of Haynes and Boone CDG LLP (“Haynes and Boone”) pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes the Haynes and Boone Modern Slavery and Human Trafficking statement, for the year ending March 31, 2026.

Haynes and Boone CDG LLP is committed to ensuring that we have procedures in place to protect against modern slavery or human trafficking occurring in any part of our business including in our supply chains.

Our Organisation Structure

Haynes and Boone is an English Limited Liability Partnership with registration number OC317056. We are located at Alder Castle, Noble Street, London, England, EC2V 7JX and provide a full range of legal services to clients around the world. Haynes and Boone is authorised and regulated in the United Kingdom by the Solicitors Regulation Authority under SRA No. 439491.

Haynes and Boone CDG LLP forms part of Haynes and Boone, LLP, an international law firm with offices across the United States of America, Mexico, the United Kingdom and China. Haynes and Boone, LLP has its registered principal office at 2801 N. Harwood Street, Suite 2300, Dallas, TX 75201, United States of America.

There have been no material changes to our organizational structure during the period since we last reported.

Our People

Our staff is made up of Partners and Associates who provide legal advice to our clients and Business Support Staff who support our lawyers and our business. As a firm, we comply with all applicable immigration and employment laws in the UK and follow best practices in relation to the payment of salaries. We treat the people who work for us fairly and with respect. All staff are paid above the national minimum and London living wage. Staff also benefit from a wide range of benefits relating to holidays, healthcare and pension. Flexible working arrangements are also available for our staff to help them find a work-life balance that suits them. Haynes and Boone also complies with Health and Safety laws and provide a safe and secure environment for our staff to work in.

Our Supply Chains

Our supply chains include both local and overseas professional services businesses which supply a range of goods and services to us to support our business and the services we provide to our clients. Our supply chains are not complicated and primarily relate to the goods and services we require in order to operate as a law firm, for example; the maintenance and cleaning of our premises, catering, security and the procurement of software and IT equipment.

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As a Law firm, we have a responsibility to not only provide services at the highest standards but also comply with laws, regulations, and rules relevant to our business. Our corporate social responsibilities reflect our culture, and we expect the same from all our suppliers.

Risk Assessment and Policies

We regularly review our supplier list and we generally consider the overall risk of modern slavery and human trafficking occurring within our business, and within the supply chains that we use in our business, to be low. However, we also recognise that some of our suppliers may inherently pose a higher risk, due to the products they provide to us or due to their, or their supply chain locations. To the best of our knowledge, we have not seen any evidence of modern slavery in our business and have put a number of policies and procedures in place to address any risk and to mitigate against slavery and human trafficking occurring in our business:

- We have an Anti-slavery policy available on our Intranet which provides staff with clear objectives in relation to our anti-slavery procedures, encourages disclosure of concerns and wrongdoing and reflects our abhorrence to modern slavery and our commitment to being a responsible business which operates with integrity across all aspects of our operations, including our supply chain.
- Our Supplier Code of Conduct sets out our expectations for third parties providing goods and services to us, requiring that they in turn treat their employees respectfully and fairly. We expect our suppliers to comply with employment laws (including child labour laws) and pay at least the national minimum wage in their respective jurisdictions and provide safe working conditions.
- We also have Whistleblowing and Grievance Policies which are published on our Intranet to ensure that staff can raise any concerns confidentially and be assured that these concerns are being dealt with appropriately.
- Our procurement process includes a vetting and screening programme for all new suppliers (with all suppliers being screened on an annual basis) which screens for investigations into, and allegations of, criminal conduct including modern slavery and human trafficking. Due diligence is also carried out on Suppliers and those who cannot demonstrate their own commitment to anti-slavery through published policies and statements are subject to enhanced due diligence and are required to acknowledge and agree to our Modern Slavery Supplier Code of Conduct.
- If, upon reviewing our supplier list, any instances of modern slavery or human trafficking are suspected, the Firm will investigate and if confirmed, engage in remediation processes as appropriate - which may include terminating our relationship with the relevant supplier.

Training

We are committed to ensuring a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains. Since our last statement, those staff involved in sourcing/managing our suppliers received training on our Anti-Slavery Policy and procedures. In addition, all staff were kept informed of our modern slavery initiatives and policies through information bulletins and by reference to our Intranet.

We will initiate similar training in September 2026.

United Kingdom contact regarding the UK terms and Anti-Slavery Statement:

William Cecil - Partner and Compliance Officer for Legal Practice, Haynes and Boone CDG LLP

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