MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes the slavery and human trafficking statement of Milbank LLP, a limited liability partnership organised under the laws of Delaware ("Milbank") and relates to Milbank's financial year which ended on 31 December 2025 (the "Relevant Period").

About Milbank – Milbank's partners include solicitors and registered foreign lawyers. Milbank operates from offices at 100 Liverpool Street, London, EC2M 2AT and is authorised and regulated by the Solicitors Regulation Authority (number 78722). As a regulated law firm, Milbank is subject to professional duties and is held to high standards of ethical behaviour and integrity. Milbank is also registered as an overseas entity with Companies House (number OE010681; Delaware entity number 3877239). Milbank provides legal services from its office in London to clients around the world and at the end of the Relevant Period had 46 partners and 318 employees.

Business – Milbank is affiliated with a limited liability partnership organised under the laws of New York which is also named Milbank LLP. The global firm operates out of offices in the US, Latin America, Europe and Asia, providing a broad range of legal services to many of the world's leading commercial, financial and industrial enterprises, as well as to institutions, individuals and governments. For further information on Milbank and the global firm, please visit our website: www.milbank.com.

Statement - Modern slavery includes slavery, servitude, human trafficking and forced labour.

Milbank has a zero-tolerance approach to any form of modern slavery or human trafficking in its business and its supply chain.

Milbank is committed to acting ethically and with integrity and transparency in all business dealings, including putting into place effective systems and procedures to safeguard against modern slavery in its business and supply chain.

Policies and Risk Assessment– As a law firm, we are subject to professional duties and ethical standards. Milbank's zero tolerance approach to any form of modern slavery or human trafficking is also supported by other policies and processes within Milbank:

(i) The firm's whistleblowing policy encourages employees to report suspected wrongdoing, unlawful or unethical practice as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate. The reporting procedure assists Milbank to monitor and review any risks of slavery or human trafficking;

(ii) Milbank's induction training includes the topic of modern slavery. For new joiners who are managers in our business services teams, this is supplemented with online training which covers modern slavery and preventing exploitation as we recognise that our business services managers are typically involved in procuring goods and services on behalf of Milbank;

(iii) Online training materials relating to the awareness and prevention of modern slavery are available to all partners and employees on the firm's Learning Centre platform;

(iv) Refresher training was provided to managers responsible for procurement during the Relevant Period;

(v) The firm has a robust hiring and recruitment process which includes comprehensive background checks;

(vi) The firm complies with all applicable employment legislation, including in relation to employee terms and conditions and pay, and invests in supporting the health and wellbeing of employees;

(vii) All Milbank's employees earn more than the London Living Wage, and Milbank is an accredited Living Wage employer; and

(viii) Milbank's commitment to responsible business, observing ethical standards and acting with integrity are reflected in our policies on equal opportunity, anti-corruption and in our pro bono initiatives.

As a regulated provider of professional services in London which primarily employs legal and other skilled professionals and has a robust hiring process, we have assessed the risk of slavery or human trafficking occurring within Milbank's business to be low.

Suppliers – Milbank's supply chain consists of goods and services procured to enable our people to deliver professional services in London. Our main suppliers are businesses which are based in the UK and which supply services related to the running of our office. These services include catering, office services, reception and cleaning services. Milbank operates a new vendor review process, undertakes due diligence when considering taking on new suppliers and reviews its existing suppliers from time to time. Milbank's key suppliers of catering, office services and cleaning services pay the London Living Wage. Milbank's processes include:

- Building long-standing relationships with suppliers who are able to confirm that no part of their business operations contradicts the aims of this statement and that they hold their own suppliers to account;
- Seeking a compliance statement from current and prospective suppliers and/or checking modern slavery statements of suppliers;
- Considering the modern slavery and human trafficking risks of new suppliers;
- Invoking sanctions against suppliers failing to reach the required standard or improve their performance in line with the above statement; and
- Recording and acting upon any concerns or issues arising from a failure to adhere to this statement, either by suppliers or within Milbank's own business.

This Modern Slavery and Human Trafficking Statement has been approved and signed by Andrej Wolf and Tom Canning as Co-managing partners of Milbank's London Office on behalf of the members of Milbank.

30 June 2026