



## **EPIQ ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT**

This is the slavery and human trafficking statement of EPIQ (the “Parent”) and all of its subsidiaries (together the “Company”).

### **A. INTRODUCTION FROM THE BOARD OF DIRECTORS OF THE PARENT**

We are committed to improving our practices to combat slavery and human trafficking throughout the Company.

### **B. ORGANISATION'S STRUCTURE & BUSINESS**

We are a worldwide provider of legal services, serving law firms, corporation, financial institutions and government agencies, helping them streamline the administration of business operations, class action and mass tort, court reporting, eDiscovery, regulatory, compliance, restructuring, and bankruptcy matters. The Company has over 5,000 employees worldwide and operates in 14 different countries.

### **C. OUR SUPPLY CHAINS**

Our supply chains include a network of suppliers across the globe, including in North America, Europe, Asia and Australia. Where possible, we build long standing relationships with local suppliers and make clear our expectations of business behavior.

### **D. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

In light of the industry in which we operate, we consider that there is a very low risk that modern slavery and human trafficking may affect our business. Nonetheless, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **E. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

These systems receive input/oversight from several different departments in the Company, including Audit & Compliance, Legal, Procurement, and Human Resources.

### **F. TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we regularly circulate and share our

**Anti-Slavery and Human Trafficking Statement and Policy with those internal and external to the Company where appropriate.**

**G. FURTHER STEPS**

**In order to ensure the effectiveness of the Company's Anti-Slavery and Human Trafficking Policy, and to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:**

- **Make suppliers and service providers aware we promote the requirements of the legislation;**
- **Ensure suppliers support the Company's principals as set out in this Anti-Slavery and Human Trafficking Statement and Policy, and that they comply with all applicable legislation and regulatory requirements.**

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement.**