



DOYLE LAW LIMITED – MODERN SLAVERY POLICY

Introduction

Doyle Law Limited ("Doyle Law") is a shipping law firm operating in North Shields. Doyle Law provides legal services in the maritime and commercial law sectors. Doyle Law is regulated by the Solicitors Regulation Authority. We operate from our sole office in the UK and provide legal advice globally. Our supply chains are limited but are, in some instances, global.

1. Policy Statement

- 1.1 The Doyle Law statement of commitment sets out the minimum behaviour expected from employees and supply chain partners to prevent modern slavery.
- 1.2 Modern slavery is a crime and a violation of an individual's fundamental human rights. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which are intended to deprive a person's liberty for the personal or commercial gain of another. Doyle Law has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships and to implementing and enforcing effective systems to ensure modern slavery is not taking place in Doyle Law or in any of our supply chains.
- 1.3 Doyle Law is committed to ensuring transparency in our business and in our approach to tackling modern slavery throughout our supply chains:
 - 1.3.1 we shall comply with all anti-slavery and human trafficking laws, statutes and regulations from time to time in force including the Modern Slavery Act 2015;
 - 1.3.2 we shall not engage in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4 of the Modern Slavery Act 2015 if such activity, practice or conduct were carried out in the UK;

1.3.3 we shall include in contracts with its direct sub contractors and suppliers provisions which are at least as onerous as those set out in 1.3.2; and

1.3.4 we shall act promptly when we become aware of any actual or suspected slavery or human trafficking in a supply chain.

2. Who does this policy apply to

2.1 This policy applies to all full and part-time employees, as well as temporary staff, whenever or wherever they are working.

2.2 This policy does not form part of an employee's contract of employment and we may amend it at any time.

3. Responsibility for the policy

3.1 The directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations.

3.2 The Compliance Officer for Legal Practice (COLP) has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and dealing with any queries about it.

4. Compliance with the policy

4.1 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all of us.

4.2 You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

4.3 You are expected to report as soon as possible:

- whether you know or suspect any instance of modern slavery is occurring in any part of our business or supply chains; and
- whether you know or suspect a breach of this policy is/has occurred to one of the directors and / or the COLP or if you do not feel comfortable doing this for any reason to use the whistleblowing policy.

5. Communication and awareness of this policy

5.1 Regular training on this policy and on the risks our business faces from modern slavery in our supply chains will be provided as necessary.

5.2 Our zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

6. Breaches of this policy

Non compliance with this policy by employees may result in disciplinary action up to and including summary dismissal, and by contractors, agents or other third parties working on our behalf, in termination of contract.

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