

MODERN SLAVERY ACT 2015 STATEMENT STATEMENT FOR THE FINANCIAL YEAR ENDED 31st DECEMBER 2025

INTRODUCTION

This statement is made on behalf of Lambert Smith Hampton Group Limited (“LSH”) pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and comprises our slavery and human trafficking statement.

OUR BUSINESS

LSH is a Professional Property Services business, providing consultancy, transactional and property management advice to clients, predominantly in the UK, charging fees for its services.

We manage the Group through three operating streams:

Professional Services
Residential Property Management
Commercial Property Management

Our service lines are headed by professionally qualified staff with specialist experience and qualifications in their fields.

LSH does not operate in an industry or in geographical locations with a high risk of modern slavery and our risk assessment indicates low risk of modern slavery or human trafficking within our workforce and supply chain.

OUR SUPPLY CHAIN

LSH works with a supply chain who supply us with services and goods. Predominantly, our supply chain consists of UK based professional services companies and other UK based providers such as utilities providers and business service providers, which we have assessed as low risk for modern slavery and human trafficking. We operate a supplier management system which requires our suppliers to answer questions about their own modern slavery and human trafficking policies and procedures, employment practices and risk assessment in their own supply chains at onboarding stage. Suppliers are also required to sign up to our Code of Conduct which sets out clear requirements in respect of labour practices. All responses are reviewed by our supplier management team prior to engagement and payment of any suppliers.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Modern Slavery and Human Trafficking 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 business and/or within our supply chains.

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Our Whistleblowing Policy provides a mechanism for our employees and others working in our supply chain to report suspected breaches of our policy and to flag behaviors that might indicate a potential for modern slavery or human trafficking.

Our Supplier Code of Conduct clearly sets out LSH's expectations in respect of supplier management of modern slavery and human trafficking risk.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our procedure to identify and mitigate modern slavery risks, we nominate senior representatives of the business units and support functions, who in turn report to the Compliance Committee, chaired by the Director of Risk Management and Compliance.

We have systems in place in our business to:

- Identify inappropriate employment practices.
- Identify and assess other potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Monitor potential risk areas.
- Protect whistle-blowers.

The effectiveness of our policies and procedures is reviewed annually via risk assessment and revision/publication of this Statement.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, we provide relevant training to all LSH staff, repeated every 2 years. All staff are additionally required to read and attest adherence to our Modern Slavery and Human Trafficking Policy.

KEY PERFORMANCE INDICATORS

In January 2023, we commenced collation of key performance indicators (KPIs) to measure the effectiveness of our modern slavery awareness training within our employee base and analysis of modern slavery detection and controls within our supply chain on a risk assessed basis as follows:

KPI 1 – Staff training and awareness raising

We deliver a bespoke training module via our e-learning platform to every member of staff, including new starters within 3 months of joining, repeated at 24 month intervals. The training includes an overview of the global situation of modern slavery, training on how to identify those at risk, it emphasises the responsibility to report and provides instructions on how to report. The training also provides an overview of national legislation and context-specific vulnerabilities. It includes a mandatory test to validate learning and understanding. For the two year period ending 31st December 2025, 1013 staff successfully completed the training module across our business and our compliance rate for completion of this training across our workforce was 95.6%.

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KPI 2 – Due Diligence on Suppliers

LSH operates a supplier management system that requires key suppliers to the business to complete a due diligence questionnaire, which includes questions on the existence of Modern Slavery policies, procedures, statement and training delivered. Responses are reviewed by our Supply Chain Manager and additional due diligence undertaken where required. Suppliers are additionally required to sign up to the LSH Supplier Code of Conduct which sets out our corporate expectations in respect of Modern Slavery and Human Trafficking policies for the supplier and their own supply chain.

For the two year period ending 31st December 2025, 492 suppliers successfully completed the questionnaire and were onboarded as ‘approved contractors’ with a further 103 close to completing the questionnaire or in the approvals process. A further 317 suppliers have been requested to complete the onboarding questionnaire.

KPI 3 – Modern slavery and human trafficking detection in LSH and the supply chain

In the year period ending 31st December 2025, we detected 0 (zero) indicators of modern slavery or human trafficking within the supply chain and there were no safeguarding whistleblowing reports made by staff.

In 2026, additional efforts will be made to ensure that suppliers complete onboarding questionnaires allowing assessment of Modern Slavery Act compliance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2025. It has been reviewed and approved on 26th January 2026 by the Management Board and is signed by the Finance Director.

Signature:



Date: 26th January 2026

Name: Jason Honisett – Finance Director

LAMBERT SMITH HAMPTON GROUP LIMITED

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