

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This Modern Slavery and Human Trafficking Statement is made on behalf of Cooper Parry Group Holdings Limited, its subsidiaries and associated businesses, collectively referred to as “Cooper Parry”, “the firm”, “we”, “us”, “our” and “CP”. It’s made in accordance with Section 54 of the Modern Slavery Act 2015 and describes the steps CP has taken during the financial year ending 30 April 2026 to prevent modern slavery and human trafficking in our business and supply chains.

Version No.	Date
1.0	15/09/2026

COOPER PARRY

INTRODUCTION

Cooper Parry is building the UK's next gen group of professional services, wealth management and digital solutions businesses, operating predominantly from a dozen work hubs across the United Kingdom.

The group is led by 148 Partners and 36 Associate Partners and employs 1,772 team members. The vast majority of our talented people are based in the UK, supported by teams and contracted service providers in South Africa and the Philippines.

As a professional services organisation providing audit, tax, advisory, technology and business support services, CP considers the risk of modern slavery within our directly employed workforce to be low. However, we recognise that risk may arise indirectly through our operations and supply chains, particularly in areas such as technology hardware, facilities management, recruitment, cleaning, catering, office fit-out, outsourced services, travel and other goods and services purchased to support our business.

CP takes a risk-based approach to identifying, assessing and addressing modern slavery risks. We recognise that risk is influenced by the nature of the goods or services supplied, the jurisdictions involved, labour practices, the use of temporary or migrant workers, and the transparency of the supplier's own supply chain. We also acknowledge that we don't yet have complete visibility across every tier of our supply chain, and we're committed to improving supplier risk assessment, due diligence and engagement over time.

Cooper Parry is proud to be B Corp certified.

Cooper Parry associated businesses:

Cooper Parry Group Holdings Limited.....	E&W - 13994155
Cooper Parry Advisory Limited	E&W - 14012064
Cooper Parry Group Limited.....	E&W - 07795137
Cooper Parry Delivery Hub Proprietary Limited	RSA CRN: 2025.628881/07
Cooper Parry Law LLP	E&W - OC387027
Hutcheon Mearns Ltd	Scotland - SC445382
Fellwood Advisory Ltd.....	E&W - 14875826
LCF Associates Limited	E&W - 16526546
Alicorn Consulting Limited	E&W - 10074596
Uuna Limited	E&W - 11009739
Cooper Parry Digital Limited.....	E&W - 11354151
Pilipinas Cloud Orca Corporation	Philippines – CS202100078
Embracent Limited.....	E&W - 09920398
Macrofin Limited	E&W - 11221520
3RP Limited	E&W - 12644647
URM Consulting Services Ltd.....	E&W - 05488337
Cooper Parry Wealth Limited	E&W - 04220777
Cooper Parry Audit (Ireland) Limited	NI - NI729994

POLICIES & PROCEDURES

We're committed to acting ethically and with integrity in all our business relationships and to preventing modern slavery, forced labour and human trafficking in our business and supply chains.

Our approach is supported by policies and procedures covering employment, recruitment, whistleblowing, supplier onboarding, supplier due diligence, risk management and professional conduct. These controls help us identify, assess and mitigate relevant risks and provide routes for concerns to be raised confidentially.

As a regulated group, we're subject to requirements and oversight from relevant professional and regulatory bodies, including ICAEW, ICAI, HMRC, the SRA and the FCA where applicable. Our policies and procedures are reviewed periodically to ensure they remain proportionate, effective and aligned to legal, regulatory and ethical expectations.

RECRUITMENT

CP adopts robust recruitment processes across our operations and associated businesses, including our teams and contractors in the UK, South Africa and the Philippines. We're committed to fair, inclusive and lawful employment practices and comply with applicable employment laws in the jurisdictions in which we operate.

Candidates are recruited through direct applications, employee referrals, specialist recruitment agencies and direct engagement by our recruitment team. Our processes include checks to verify identity, eligibility to work and other requirements under applicable law. We work with reputable recruitment partners and don't tolerate forced labour, worker exploitation or practices that could contribute to modern slavery or human trafficking.

Where temporary, contract or contingent workers are engaged, we work with approved providers and seek assurance that workers are engaged lawfully, paid appropriately in accordance with applicable local laws and contractual arrangements, as well as provided with clear terms of engagement.

Our onboarding processes provide opportunities for new joiners to raise concerns confidentially and ensure they understand their employment rights, working arrangements and access to the firm's whistleblowing procedures.

WHISTLEBLOWING

We encourage employees, partners and contractors to report concerns about wrongdoing or unethical conduct, including any concern relating to modern slavery, human trafficking or worker exploitation. Concerns can be raised through our confidential whistleblowing arrangements, including an externally managed helpline through our Employee Assistance Programme. Reports may be made anonymously, are treated confidentially and are investigated in accordance with our established procedures.

There were no **reported incidents** of slavery or human trafficking during our 2025/26 financial year.

COMPLIANCE

We maintain a zero-tolerance approach to modern slavery and human trafficking. Compliance is supported through policies, procedures, training, internal communications and reporting mechanisms designed to ensure our people understand their responsibilities and know how to escalate concerns.

TRAINING & RAISING AWARENESS

CP requires relevant team members to complete mandatory modern slavery training. The training helps our people recognise potential indicators of modern slavery and human trafficking and understand what action to take if they identify or suspect a concern.

Awareness is further reinforced through regular communications and updates shared across the firm's internal communication channels.

SUPPLY CHAINS & DUE DILLIGENCE

As a provider of professional business services, our supply chain is not long or complex. Key suppliers include providers of cleaning, catering, office supplies, marketing materials, IT equipment, software, facilities services, office fixtures and fittings, travel services and other professional or outsourced support services.

We seek to work with reputable and ethical suppliers whose standards are aligned with our values. Our supplier selection and onboarding processes include consideration of ethical business practices and, where appropriate, review of modern slavery policies, controls and related assurance. Suppliers operating in higher-risk sectors or jurisdictions may be subject to enhanced due diligence and additional engagement.

As part of our approach to supply chain management, we currently and will continue to:

- Undertake reviews of our supplier base to identify suppliers where the risk of modern slavery may be elevated due to the nature of the sector or the territories in which they operate.
- Engage with higher-risk suppliers to understand their approach to preventing modern slavery and human trafficking, including reviewing their relevant policies and controls where appropriate.
- Apply a robust onboarding and due diligence process for new suppliers.
- Include, where appropriate and proportionate to the level of risk, consideration of suppliers' modern slavery and human trafficking policies and related controls as part of our supplier due diligence process.

LOOKING AHEAD

We'll continue to strengthen our approach to identifying, preventing and mitigating modern slavery and human trafficking risks across our operations and supply chains. Our focus will be on improving risk assessment, supplier due diligence, training, reporting and the monitoring of effectiveness.

CP intends to further develop our supplier risk assessment framework by considering factors such as the nature of goods or services supplied, geographic location, workforce profile, reliance on outsourced or temporary labour, and the transparency of supplier controls.

We'll also continue to embed modern slavery considerations into supplier onboarding and periodic review processes. Where suppliers are assessed as higher risk, we'll consider proportionate actions such as enhanced due diligence, additional contractual commitments, further engagement or increased monitoring.

To assess the effectiveness of our approach, we'll monitor relevant indicators such as completion of modern slavery training, supplier due diligence coverage, higher-risk supplier reviews, concerns raised through reporting channels and any remedial actions taken.

No instances of modern slavery or human trafficking were identified during the reporting period. We remain committed to maintaining effective procedures for reporting, investigating and responding to concerns, and to improving our understanding and management of modern slavery risks over time.

GOVERNANCE AND OVERSIGHT

Responsibility for oversight of modern slavery risk sits with the Board of Directors of Cooper Parry Group Holdings Limited. Day-to-day coordination is delegated to the Risk & Compliance team, working with People, Procurement and relevant business owners to identify, assess and manage modern slavery risks across our operations and supply chain.

The Board receives updates on material risk and compliance matters, including any significant modern slavery concerns where relevant. This governance structure supports senior oversight of policies, due diligence activity, training, reporting mechanisms and continuous improvement actions.

APPROVAL

This Modern Slavery and Human Trafficking Statement has been approved by the Board of Directors of Cooper Parry Group Holdings Limited on 15 September 2026 in accordance with section 54 of the Modern Slavery Act 2015.

The Board endorses the commitments and actions set out in this Statement and confirms its ongoing commitment to preventing modern slavery and human trafficking within Cooper Parry's operations and supply chains.

Signed on behalf of the Board:



Simon Atkins

Partner and Head of Risk & Compliance

For and on behalf of Cooper Parry Group Holdings Limited

Date: 15th September 2026