

## 2026 Sexual Harassment Statement

### **Purpose of this Statement**

This statement is made on behalf of Simplify trading as: Advantage Property Lawyers, Cook Taylor Woodhouse, DC Law, Gordon Brown Law, JS Law, My Home Move Limited, Move with Us Conveyancing, Partners in Property U.K. Limited and Premier Property Lawyers, (together, the Group).

The Statement was approved by the Simplify Senior Leadership Team on behalf of the Group on 16<sup>th</sup> February 2026. The document was examined and authorised by all entities within the Group that hold responsibilities under the Act.

### **Introduction**

At Simplify, we are dedicated to creating a safe, respectful, and inclusive environment for all colleagues. We do not tolerate sexual harassment in any form—from colleagues or from third parties such as clients, suppliers, contractors, or visitors. We prioritise prevention, early intervention, and continuous improvement.

### **Overview of Business Activities**

Simplify is the group trading name for a collection of property and legal services companies, which consists of some of the UK's largest group of Conveyancing businesses. The Group's full-service capabilities are delivered by approximately 1500 people, across several offices and home bases, who work in an integrated manner.

### **How we Prevent Sexual Harassment**

#### **Clear Policies**

We maintain a comprehensive Sexual Harassment and Respect at Work Policy that sets out expected behaviour, responsibilities, reporting options, and consequences for misconduct.

#### **Training & Awareness**

All colleagues complete mandatory training on recognising inappropriate behaviour, boundaries, speaking up safely, supporting others, and reporting concerns. Managers receive enhanced intervention and response training.

#### **Risk Assessments**

We proactively assess environments, roles, and interactions where colleagues may be at increased risk.

#### **Managing Third-Party Behaviour**

We set expectations for service users, clients, visitors, or contractors. We may restrict contact, reassign work, escalate concerns, or end relationships.

#### **Leadership Accountability**

Leaders model respectful behaviour, encourage openness, and take timely action.

#### **Supportive Reporting Options**

Colleagues can raise concerns through managers, the People/HR team, or confidential reporting channels. Reports are handled sensitively and confidentially.

#### **What Is Sexual Harassment? (At a Glance)**

Sexual harassment is any unwelcome behaviour of a sexual nature that creates an intimidating, hostile, or uncomfortable environment.

## Our Ongoing Commitment

Simplify continues to invest in training, policy development, and cultural initiatives to maintain a safe and respectful workplace.

## Relevant Policies

The Group has several policies and procedures which are relevant to mitigating the risk of slavery or human trafficking occurring in the Group's business or its supply chain. In particular, the following Group policies are directly relevant to the issues discussed in this statement.

- **Health and Safety Policy** - this policy sets out the Group's commitment and approach to ensuring it provides a healthy working environment for its employees and contractors working onsite.
- **Sexual Harassment, Bullying and Harassment Policy, Whistle Blowing Policy, Grievance and Equality and Inclusion Policy** - combined these policies set out the Group's commitment and approach to preventing the occurrence of discrimination, harassment, bullying or victimisation in the workplace.
- **Safeguarding Policy** – This policy aims to protect all colleagues from abuse and harm and advises what they can do if they are suffering some type of abuse, or they suspect someone else they know is at risk.

Simplify also provides all colleagues with access to an Employee Assistance Programme (provided by an independent third-party company) for free and confidential advice in relation to workplace concerns or issues as well as communicating clear processes for reporting concerns within the Group. In addition, we have Gender Equality Champions in place.

Signed:



Date:

16th February 2026

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David Grossman, Chief Executive