

Modern Slavery Act Statement

For the financial year ending 31 July 2023

Introduction

This statement is made pursuant to the Modern Slavery Act 2015 ("the Act") and sets out the actions that Marks & Clerk LLP ("Marks & Clerk") has taken to combat modern slavery and the steps it has taken to ensure there is no slavery or human trafficking in its own business, including its supply chains. This statement relates to actions and activities during the financial year 1 August 2022 to 31 July 2023.

1. Structure & supply chains

Marks & Clerk is one of the largest suppliers of intellectual property services within the UK, advising clients across the private and public sectors, and is regulated by the Intellectual Property Regulation Board (IPReg). Marks & Clerk is a limited liability partnership registered in England and Wales (registered number OC343273). As at 31 July 2023 Marks & Clerk had 55 members and 373 employees. Marks & Clerk's head office is based in London and has a further seven offices in Aberdeen, Birmingham, Cambridge, Edinburgh, Glasgow, Manchester and Oxford. For the financial year ending 31 July 2023, the turnover was £82.5m.

Marks & Clerk is part of a group of affiliated partnerships and entities authorised to practice under the name "Marks & Clerk" but does not have any subsidiaries in the UK or overseas. The group currently operates in the UK, Luxembourg, Canada, China, Malaysia and Singapore. These non-UK offices are not subject to the Act. Whilst we do not have control over how these affiliated partnerships or entities manage their own suppliers, all affiliated partnerships operate according to shared professional standards. These standards are based on our shared values, reflecting our core belief that ethics and integrity are fundamental and non-negotiable elements of our business. As an international intellectual property services firm our key assets are our people.

The nature of our business means that our supply chains are limited in number and short, therefore the risk of modern slavery is low.

2. The prevention of slavery and human trafficking policies

Marks & Clerk is committed to acting ethically and ensuring that modern slavery and human trafficking does not take place anywhere within our business and that our supply chains are free from such activity. We have a culture of respect for individuals in which slavery and human trafficking has no place.

Marks & Clerk operates the following procedures that describe its approach to the identification of modern slavery risks and steps taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing:** The prevention, detection and reporting of modern slavery in all areas of our business is the responsibility of all those working for us. Whilst our culture is such that we encourage staff to raise concerns openly, we also have a formal policy in place, which is designed to make it easy for staff to make disclosures without fear of retaliation.
- **Employee code of conduct:** Marks & Clerk makes clear to employees the actions and behaviour expected of them when representing the business. Marks & Clerk strives to maintain the highest standards of employee conduct and ethical behaviour when managing its supply chain.
- **Recruitment/Agency workers policy:** Where required the organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

3. Action taken to address Modern Slavery and effectiveness

For the financial year 2022/23, Marks & Clerk took appropriate steps to ensure compliance and has no reason to suspect that practices of slavery and/or human trafficking are taking place in any part of the business or supply chain.

Marks & Clerk continued to provide IT support and equipment to staff and Partners to enable them to continue to work from home as and when required. Regular video contact has been maintained with staff.

An annual confirmation that the policies in place relevant to the act have been read and the values adhered to will be requested from all staff and Partners.

4. Future focus

During the next financial year, Marks & Clerk will:

- Continue the development of the risk assessment process to identify and mitigate the risk of slavery and human trafficking occurring in our supply chain;
- Continue the development of our procurement process, which may include ensuring suppliers, contractors and business partners are required to demonstrate they comply with our suppliers' code of conduct and the provisions of the Act, the due diligence required when considering taking on new suppliers and the review of its existing suppliers;
- Provide the necessary training for employees and Partners with procurement responsibilities on how to implement our procurement policy.

This statement, which will be reviewed and updated annually, was approved by the Board of Marks & Clerk LLP on 31 January 2024.

Signed by:

A handwritten signature in brown ink, appearing to read 'Simon Mounteney', with a long horizontal flourish extending to the right.

**Simon Mounteney
UK Managing Partner
Marks & Clerk LLP**

Our Modern Slavery Statement has been published in accordance with section 54(1) of the Act. It sets out the steps the LLP and affiliated partnerships and entities are taking to ensure slavery and human trafficking are not taking place in its supply chains or in any part of its business. The statement applies to the financial year ending 31 July 2023.