

Modern Slavery Act Statement

For the financial year ending 31 July 2024

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 risks 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 2023 to 31 July 2024.

Modern slavery affects millions of people around the world and is a growing global issue that transcends age, gender, and ethnicities. This is an international crime and vulnerable people from overseas as well as across the UK are forced to work illegally against their will across many different sectors.

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 2024 Marks & Clerk had 54 members and 385 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 2024, the turnover was £93.8m.

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. Our goal is to treat everyone with care and respect, creating a safe environment for our people to that is open and trusted.

Due to the nature of our business we assess ourselves to have a low risk of modern slavery as our supply chains are limited in number and short

Our suppliers are largely UK based companies in low-risk sectors or foreign law firms who are typically subject to appropriate local regulation. We do engage with suppliers in the travel sector, which are potentially higher risk.

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 2023/24, 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.

Complaints received together with actions taken would be recorded. To the date of this statement, we have not identified any instances of modern slavery.

A bi-annual confirmation that the policies in place relevant to the act have been read and the values adhered to is requested from all staff and Partners.

In our Birmingham office we are working with Hope for Justice, who are fighting human trafficking and helping victims and survivors of modern slavery around the world, to bring awareness of these issues to our people and ways to help.

4. Future focus

During the next financial year, Marks & Clerk will:

- Further develop our approach to assess our exposure to modern slavery risks that could be occurring in our supply chain;
- Formalise our procurement process, which includes 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 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 29 January 2025.

Signed by:



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 2024.