

Anti-slavery and human trafficking statement - 2024

1. Opening statement

HGF is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and requires the same high standards from its suppliers. We commit to uphold the principles of the United Kingdom's Modern Slavery Act 2015, both within the firm and through our relationships with clients, associates and suppliers.

2. Structure of the organisation

References in this statement to "HGF" are references to the respective entity in the location it operates in and this statement covers them all. HGF is an independent professional services firm within the Intellectual Property sector, providing advice to clients. HGF operates in Europe with 440 employees across 25 offices in 7 European countries.

HGF Limited is a United Kingdom company (No. 08998652) having its registered office at 1 City Walk, LEEDS LS11 9DX. Some of HGF Limited's shareholders are members of a law firm, HGF Law LLP (OC382146) and some are members of HGF Europe LLP (OC425986), both partnerships having their registered office at the same address.

HGF Limited has three wholly-owned operating companies outside of the United Kingdom, namely:

HGF BV, a Dutch company (registration number 63864606) situated in the Netherlands at Benoordenhoutseweg 46, 2596 BC The Hague, and Gedempt Hamerkanaal 257, 1021 KP, Amsterdam, and whose staff include registered Dutch and European patent and trade mark attorneys;

HGF GmbH, a Swiss company (registration number HGF GmbH CHE-484.730.827) situated in Switzerland at OBC Suisse AG, Basel-City, Aeschengraben 29, 4051 Basel, whose staff include registered European patent attorneys.

HGF IP Limited, an Irish company (registration number 622725), situated at Suite 415, The Guinness Enterprise Centre (GEC), Taylor's Lane, Dublin 8 and at The Leeson Enterprise Centre, Altamont Street, Westport, Co. Mayo, F28 ET85, Ireland, whose staff include registered European patent and trade mark attorneys, and Irish patent and trade mark agents.

Associated companies include:

HGF Law LLP, a firm of solicitors whose registered office is at 1 City Walk, Leeds, LS11 9DX, United Kingdom.

HGF Europe LLP, a firm of patent and trade mark attorneys active in the UK, Germany and Austria whose registered office is at 1 City Walk, Leeds, LS11 9DX, United Kingdom.

HGF SAS, a firm of patent attorneys active in France whose registered office is Chez Regus – Rennes Cesson, Rue Claude Chappe, 35510 Cesson Sévigné, France.

Our services are primarily advising on obtaining, enforcing and exploiting intellectual property rights for our clients. Most of our clients are commercial organisations, research and development based companies, and universities and other institutions, who make inventions and/or design new products, and/or have brands and trade marks that distinguish their goods and services. We work with attorneys in many different countries around the world whom we instruct to provide such services on behalf of our clients. Mostly, these attorneys are also our clients, asking us to perform services for them, on behalf of their own clients.

HGF and its legally qualified employees are regulated by one or more professional bodies. The majority of HGF's employees are employed directly and on a permanent basis. Recruitment takes place through direct advertising on our website, through reputable agencies and on the basis of referrals from employees within our firm. The identity and right to work in their place of business of all our employees is checked.

More information about HGF can be found on our website <http://www.hgf.com/>.

3. Policies

As part of our commitment to combating modern slavery, HGF:-

- has a policy regarding slavery and human trafficking
- pays staff fairly for their work and above national standards regarding minimum wage
- acts ethically and with integrity in all our business relationships
- identifies, assesses and monitors potential risk areas in our supply chains to mitigate the risk of slavery and human trafficking occurring
- protects whistle blowers.

We also ensure our clients and associates are aware of our policies, and adhere to the same high standards, by drawing attention to this document, and our policies, in our Terms and Conditions of Business. We are taking steps to draw this statement and our policy to the attention of business support suppliers, who we expect to adhere to the principles and standards set out in them.

All these documents are available for review on our [Legal Documents](#) page on our website.

4. Supply Chain Risk Assessment

HGF's supply chain in relation to our IP services consists, on the whole, of other regulated professional service businesses like our own. HGF purchases goods and services from business support suppliers, such as office supplies, IT equipment, cleaning and maintenance services.

We consider that there is a very low risk of slavery or human trafficking having a connection with the firm's supply chain. We do not consider that we operate in high risk sectors or locations. Most of our clients require services to be performed in industrialised countries and we employ legal services that would not normally be considered a likely employer of slave labour, or low paid workers.

We endeavor to ensure that all our suppliers adhere to our anti-slavery policy. If we were to find evidence of a failure to comply with our policies on this and other matters (e.g. bribery or corruption) we would immediately seek to terminate our relationship with the relevant client or supplier.

5. Training

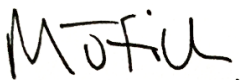
Because we consider our business to be at a low risk of being involved with slavery and human trafficking, we do not have a specific training programme for our staff beyond making known to them on a regular basis our policy on this and other matters. Employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. They are required to comply with our bribery and corruption policy.

6. Further actions and sign-off

Following our review of our actions this financial year (ending 30 April 2024), we are satisfied that our business continues to pose little opportunity for human exploitation, either directly within HGF and through interactions with our business support suppliers, or through our interactions with clients and associate law firms.

This statement, approved by the Board of HGF, is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes HGF's slavery and human trafficking statement for the financial year commencing 1 May 2023 and ending 30 April 2024.

Signature:



15 July 2024

Date: _____

Martyn Fish
Chief Executive Officer
HGF Limited, 1 City Walk, LEEDS, LS11 9DX