



## **Modern Slavery Act 2015 Statement**

### **Introduction**

This statement and policy apply to Mathys & Squire LLP/Mathys & Squire Services Ltd/ Mathys & Squire Consulting (referred to in this statement as “the Organisation”). The information included in the statement refers to the financial year 2025/2026.

### **The Organisation**

Mathys & Squire LLP is a specialist intellectual property (IP) law firm, we undertake work on behalf of our clients in relation to the protection and enforcement of IP rights providing legal services to clients worldwide. Our firm is made up of Partners, qualified and trainee attorneys and various professional support departments including IP Support Specialists, Paralegals, Records and Business Support functions working across multiple UK and European Offices all under the direction of our senior leadership team of Partners and Function Heads who are directly accountable to the Mathys & Squire Board.

### **Definitions**

The Organisation considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

### **Commitment**

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and Europe.

## Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to professional services, recruitment agencies and general maintenance contractors.

## Potential exposure

As an organisation providing professional services and with a relatively short supply chain, we assess the risk of modern slavery within our business and supply chain to be low. However, we are committed to ensuring that modern slavery 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.

## Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- Training provided to all staff on the prevention and reporting of modern slavery.

## Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed



Partner

For and on Behalf of

Mathys & Squire LLP/Mathys & Squire Services Ltd/ Mathys & Squire Consulting