



Reddie & Grose Modern Slavery and Human Trafficking Statement

Commitment to Ethical Practices

Reddie & Grose is committed to preventing modern slavery, human trafficking, and child labour within our firm and across the UK. We actively support the principles of the Modern Slavery Act 2015 and integrate them into our operations and relationships.

About Us

Reddie & Grose is an independent professional services firm specialising in the Intellectual Property sector. We provide comprehensive advice on obtaining, enforcing, and exploiting intellectual property rights. We are a Limited Liability Partnership, incorporated in England and Wales (registration number OC360746). Our registered office is located at The White Chapel Building, 10 Whitechapel High Street, London, E1 8QS. We also have offices in:

Cambridge:

Reddie & Grose LLP, Clarendon House, Clarendon Road, Cambridge CB2 8FH.

Germany:

Reddie & Grose GmbH, a German company (registration number HRB 248465), Hopfenstrasse 8, 80335 München, Germany.

The Hague:

Reddie & Grose BV, a Dutch company (registration number 859794660) Schenkade 50, The Hague, Netherlands, 2595 AR.

Owned by our Members, the firm has 186 employees (as of February 2025). Our annual turnover is approximately £36.8 million.

Regulation and Compliance

We are regulated by professional bodies including the Intellectual Property Regulation Board (IPReg), adhering to the Rules of Conduct for Patent Attorneys, Trademark Attorneys, and other regulated persons, as well as the Code of Conduct of the Institute of Professional Representatives before the European Patent Office.

Preventive Measures

Reddie & Grose is dedicated to the prevention of modern-day slavery, human trafficking, and child labour. We demonstrate our commitment through:

- **Fair Compensation:** Paying our staff above the Minimum Living Wage.
- **Ethical Business Practices:** Acting with integrity in all our business relationships.
- **Compliance and Checks:** Conducting Right to Work identity checks to ensure all staff meet minimum working age requirements.

Employment Practices

The majority of our workforce is employed directly and on a permanent basis. Recruitment is conducted through direct advertising on our website, reputable agencies, and employee



referrals. We exclusively partner with specified, reputable employment agencies and establish standard terms and conditions of business with each agency. To ensure the authenticity of new hires, we conduct rigorous checks, including verification of identity, references, and qualifications, ensuring they are genuine applicants operating as free agents.

Supply Chain and Risk Assessment

Our procurement focuses on essential office supplies, including general stationery and IT software/hardware. We believe our suppliers present a low risk regarding slavery, human trafficking, and child labour. Our supply chain mainly comprises other regulated professional services firms, which we consider very low risk concerning these issues. Our Responsible Business Code outlines the principles and expectations Reddie & Grose upholds to ensure integrity, respect, and responsible practices in our business relationships. Our suppliers are expected to adhere to the Modern Slavery Act, uphold fundamental workers' rights, and ensure fair and safe working conditions.

Risk Assessment and Training

Based on our knowledge of our supply chain and the unique aspects of our business, we assess the risk of slavery, human trafficking, or child labour within our operations to be very low. As a result, we have not implemented specialised training for our staff on these specific issues.

Statement in Accordance with Modern Slavery Act 2015

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Reddie & Grose's slavery, human trafficking, and child labour statement for the financial year ending 31st March 2025.

This statement, which will be reviewed and updated annually, was approved by the Members of Reddie & Grose LLP on 26 March 2025.

Signed by:

Julie Millburn
Managing Partner
Reddie & Grose LLP