



PATENT BOUTIQUE

Anti-Modern Slavery Statement

Patent Boutique LLP is committed to the prevention of modern-day slavery and human trafficking within the firm and all regions in which the firm is active. Therefore, we endeavour to uphold the core principles of *The Modern Slavery Act 2015* within the firm's activities and relationships.

Our Approach:

Legal Compliance: We commit to adhering to all applicable laws, regulations, and international standards pertaining to modern slavery, including the Modern Slavery Act 2015.

Zero Tolerance: We have a zero-tolerance approach to modern slavery within our organization and amongst our business partners. We will not engage in, support, or tolerate any form of modern slavery.

Due Diligence: We conduct thorough due diligence on all our suppliers and business partners to ensure they share our commitment to eradicating modern slavery. We expect them to uphold the highest ethical standards and comply with relevant laws and regulations within the jurisdictions they operate in.

Policies and Procedures: The firm reflects its commitment to the prevention of slavery and human trafficking in the following ways: paying staff fairly for their work, paying staff above the Minimum Living Wage and acting ethically and with integrity in all our business relationships.

Recruitment: Patent Boutique LLP's workforce is employed directly and on a

PATENT BOUTIQUE LLP

10A PRINTING HOUSE YARD
HACKNEY ROAD
LONDON, E2 7PR
UNITED KINGDOM

INFO@PATENT.BOUTIQUE
WWW.PATENTBOUTIQUE.COM
+44(0)20 8242 4246



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permanent basis. Recruitment takes place through direct advertising on our website, reputable agencies and on referrals from employees within our firm.

Patent Boutique LLP only use specified, reputable employment agencies and has a set of standard terms and conditions of business with each agency. New employees are subject to security checks to ensure they are genuine applicants operating as free agents. These checks include verification of identity, right to work in the jurisdiction where they are employed, references and evidence of qualifications.

Regulation: Patent Boutique LLP is regulated by the following professional bodies and codes:

Intellectual Property Regulation Board (IPReg) Rules of Conduct for Patent Attorneys, Trademark Attorneys and other Regulated persons.

Code of conduct of the Institute of Professional Representatives before the European Patent Office.

Continuous Improvement: We regularly review and enhance our policies, procedures, and practices to ensure they remain effective in combating modern slavery.

By issuing this anti-modern slavery statement, we affirm our dedication to promoting ethical practices and protecting human rights.

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