

## Anti-slavery and human trafficking Statement – 2026

### 1. Opening statement

HGF is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, requiring 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 452 employees across 26 offices in 7 European countries.

HGF Limited is a private limited company incorporated in England and Wales (No. 08998652) having its registered office at 1 City Square, Leeds, LS1 2ES. 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, 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 Square, Leeds, LS1 2ES, 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 Square, Leeds, LS1 2ES, 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.

We advise clients on the acquisition, protection, enforcement, and commercial exploitation of intellectual property rights. Our clients include commercial enterprises, research and development organisations, universities, and other institutions that generate inventions, design innovative products, and develop brands and trade marks that differentiate their goods and services.

We work with attorneys in many different countries around the world, whom we instruct to provide services on behalf of our clients. Mostly, these attorneys are also our clients, asking us to perform services for them, on behalf of their 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 of all employees is checked before commencing employment.

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; and
- protects whistle blowers.

We also ensure our clients and associates are aware of our policies, adhering to the same high standards, as highlighted in our standard terms 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..

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. 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, we would immediately seek to terminate our relationship with the relevant party.

### **5. Training**

Given the nature of our business and the low level of identified risk, HGF does not currently operate a dedicated modern slavery training programme. However, employees are made aware of the firm's

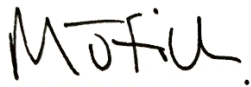
Anti-Slavery and Human Trafficking Policy, Whistleblowing Policy and related compliance procedures and are encouraged to report any concerns.

#### **6. Further actions and sign-off**

Following our review of our actions this financial year (ending 30 April 2026), we are satisfied that our business continues to pose little opportunity for human exploitation directly within HGF, 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 2025 and ending 30 April 2026.

Signature:

A handwritten signature in black ink, appearing to read 'M. Fish'.

Date: 15 September 2026

**Martyn Fish**

**Chief Executive Officer**

**HGF Limited, 1 City Square, Leeds, LS1 2ES**