



REDDIE & GROSE

London | Cambridge | Munich | The Hague

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, 1-2 Brooklands Avenue, Cambridge CB2 8EE

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) Schenkkade 50, The Hague, Netherlands, 2595 AR.

Owned by our Members, the firm has 186 employees (as of May 2026). Our annual turnover is approximately £39.3 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.

Governance and Responsibility

Responsibility for overseeing the Firm's approach to modern slavery and human trafficking sits with the Managing Partner and Senior Leadership Team, who are responsible for implementing controls, monitoring risks within our operations and supply chain, and reporting to the Members.

Ultimate accountability rests with the Members, who review and approve this statement annually. The Managing Partner signs this statement on behalf of the Firm and provides senior oversight, supporting the promotion of ethical business practices across the Firm.



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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:** Continuing to uphold fair pay practices and paying our staff above Government minimum requirements.
- **Ethical Business Practices:** Acting with integrity in all our business relationships and expecting the same from our suppliers.
- **Compliance and Checks:** Conducting Right to Work identity checks to ensure all staff meet minimum working age requirements.
- **Supplier Due Diligence:** Incorporating modern slavery considerations into supplier onboarding process, including internal review and risk-based assessments.

Employment Practices

The majority of our workforce is employed directly and on a permanent or fixed term basis. For temporary staffing, we exclusively use reputable recruitment agencies that comply with our internal ethical standards and right-to-work checks. 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.

Our policies on Modern Slavery and Human Trafficking

We operate the following policies to identify and prevent modern slavery and human trafficking:

- **Modern Slavery Policy:** Explicitly prohibits forced labour and outlines staff responsibilities, including identifying and reporting potential risks.
- **Whistleblowing Policy:** Encourages all staff to report any concerns. All reports were reviewed and addressed in accordance with our internal procedures, with appropriate action taken where necessary. In 2025, we received 0 reports related to labour standards.
- **Supplier Code of Conduct:** Mandates that suppliers provide safe working conditions, treat workers with dignity and comply with all applicable labour laws and allows for termination in the event of serious breaches.

Risk Assessment and Modern Slavery Mitigation

While we assess the overall risk of Modern Slavery within our operations and supply chains as low, we recognise that sectors using outsourced or lower-paid labour - such as facilities management, cleaning, security, and IT hardware - present inherent risks. To actively manage these during the 2026/2027 financial year, we will:

Conduct targeted audits: Regularly review our facilities management, recruitment, and IT hardware supply chains.



- **Enhance supplier due diligence:** Request and review relevant compliance and work standards information from new suppliers on a risk-informed basis.
- **Implement specialised training:** Equip employees involved in recruitment, procurement, and supplier management with the knowledge to identify and respond to potential modern slavery risks.

Progress During the Reporting Period

During the reporting period, the Firm has strengthened its approach to mitigating modern slavery risks within its supply chain by implementing a formal Procurement Policy. This policy incorporates specific provisions addressing modern slavery and human trafficking risks, reinforces our expectations of suppliers in relation to ethical labour practices, and embeds risk-based due diligence considerations into procurement processes. The policy has been communicated to relevant staff and integrated into supplier onboarding and engagement procedures. We will continue to monitor its effectiveness and review it periodically to ensure it remains aligned with evolving legal requirements and best practice.

We will report metrics on this in future statements as data becomes available.

Future Commitments

In the 2026/2027 financial year, we commit to:

- Continue to update our policies and procedures for supplier monitoring;
- Embed acknowledgement of modern slavery policy into employee onboarding;
- Enhance supplier onboarding with added diligence; and
- Explore opportunities to collaborate with industry peers to share best practices on supply chain transparency

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 2026.

This statement, which will be reviewed and updated annually, was approved by the Members of Reddie & Grose LLP on 27th May 2026.

Signed by:

Julie Millburn
Managing Partner
Reddie & Grose LLP