

Modern Slavery Act Statement

This statement is produced in accordance with s54(1) of the Modern Slavery Act 2015 for the financial year ended 31 March 2020.

Introduction

Dehns (hereafter referred to as “the Firm”) is a professional services partnership operating within the Intellectual Property sector as a leading firm of specialist patent and trade mark attorneys. The Firm is headquartered in London, with partners and staff based in five further office locations across the UK and an additional European office situated in Munich, Germany. We work with contacts on an international basis in order to establish, protect, enforce or oppose relevant intellectual property rights for our clients.

The Firm currently has 33 partners and around 230 partners and staff in total.

Our principal supply chains involve contracting with organisations around the world that provide comparable professional services to the Firm for the jurisdictions in which they are qualified to act. Some of these organisations will use similar professional sub-contractors to perform the services in certain jurisdictions. In addition, we have the usual supply chains associated with the operation of professional services-based offices in the UK and Germany.

The Firm is committed to the prevention of modern day slavery and human trafficking within the business or associated supply chains. This statement sets out the Firm’s approach to monitoring and tackling such abusive activities with the aim of ensuring that they do not occur in the Firm’s business or connected businesses.

Risk assessment

The Firm has assessed the risk of slavery and trafficking activities within its own business and supply chains to be very low given:

- 1) The professional nature of our business together with a high proportion of our personnel being professionally qualified or undergoing professional training (see further below);
- 2) Our supply chains mostly involve established reputable corporate entities (including our international links) or other professionally regulated organisations;
- 3) The Firm has direct relationships with suppliers not normally consistent with the engagement of slave labour. Only partners, associates and senior Business Support staff are entitled to agree supplier terms and do so after appropriate due diligence has been carried out on the provider.

The Firm has therefore not conducted an extensive review of its supply chains but does require all of its suppliers to adhere to a compliance code. For details, see https://www.dehns.com/cms/document/Supplier_UK_compliance.pdf.

Ethical and risk management policies, and any associated training, are mainly reviewed by a combination of the Firm's Managing Partner, Chief Operating Officer, Head of HR, Facilities Manager and the Corporate Social Responsibility Group.

Relevant policies and procedures

The Firm has several compliance measures in place to monitor working credibility and integrity:

- The Firm expects a very high level of professional conduct at all times from its partners and staff. The Firm's professionally qualified members, and those undergoing professional training, (who currently make up over half of all personnel) are also subject to the separate regulations and/or professional code of conduct of one or more of the following organisations:
 - o Intellectual Property Regulation Board;
 - o Institute of Professional Representatives before the European Patent Office;
 - o Chartered Institute of Patent Attorneys;
 - o Chartered Institute of Trade Mark Attorneys;
 - o Chartered Institute of Personnel and Development;
 - o Chartered Institute of Marketing;
 - o Association of Chartered Certified Accountants;
 - o Institute of Chartered Accountants in England and Wales.
- Appropriate due diligence is carried out on prospective clients, including those we are working with on an individual basis, which includes identity checks before we carry out work for them;
- The Firm has a Whistleblowing Policy (Click [here](#) to view) in order for any member of the Firm to highlight concerns about working practices. Individuals are afforded all relevant protection and reassurance in raising any issues;
- The Firm has an Anti-Corruption Policy (Click [here](#) to view) in place in which all partners and staff are required to be vigilant about any suspect behaviour and to formally report the same;
- The Firm usually prefers to engage all employees on a direct basis and to limit agency staff wherever possible. Employment with the Firm is subject to academic and/or employment reference checks. All employees are paid fairly for work performed; they are also subject to identity and right to work checks. Any recruitment agencies that the Firm works with are respectable and established organisations which have entered into

proper contractual relations with the Firm. Where temporary members of staff are supplied by a recruitment agency, their employer is asked to provide proof that identity and reference checks have been carried out to the same level;

- The Firm has a Corporate Social Responsibility group which encourages any member of the Firm to speak out about potentially unethical or worrisome behaviour by anyone that we employ or have a business relationship with. Should the Firm determine any evidence of slavery or human trafficking within any of its professional relationships, the Firm would seek to address such issues without “tipping off”. The Firm would also look to terminate the working relationship and report the offending, or suspected offending, actions to the relevant authority if appropriate;
- The Firm has an Employee Assistance Helpline in place to assist employees and their family members with any issues connected with work or home life;
- The Firm has taken proactive steps to ensure that all staff and partners are aware of the risks of Modern Slavery and associated watch points to look out for;
- The Firm has trained up 24 members, a mix of partners and staff across various locations, as Mental Health First Aid Champions. Champions will take a proactive interest in staff welfare, provide a support group network at peer group level, and remain watchful for signs of poor mental health which, although possibly emanating from other aspects of an individual’s life, could be linked to concerns relevant to this statement;
- The Firm has voluntarily ensured that all direct employees are paid a minimum of the Living Wage, either on the London or National basis as applicable. The Firm has taken steps to ensure that all suppliers are Living Wage compliant in order for the Firm to seek official Living Wage Employer accreditation.

2019/2020 Financial Year activities

- The Firm has monitored and, where possible, improved the application of the procedures noted above to specific areas of its operations. In particular, the Firm will now seek formal accreditation as a Living Wage Employer having addressed the wage levels of third party cleaning staff with relevant suppliers during the relevant financial year.
-

Elizabeth Jones

Managing Partner