

CARPMAELS & RANSFORD

Modern Slavery Act Transparency Statement

Introduction

This statement is made under section 54(1) of the Modern Slavery Act 2015. It details our commitment to preventing modern slavery from occurring in our business operations and supply chains for the financial year ended 30 June 2020. It has been approved and signed by the Chief Operating Officer on behalf of the C&R Group.

Structure

Carpmaels & Ransford is a leading European IP firm based in London providing legal advice through a number of separately regulated legal entities. We have 25 partners, 261 employees and an annual turnover in excess of £78m. Our employees are employed by Carpmaels & Ransford Services Limited, a limited liability company registered in England & Wales under registration number 08077371 that provides services to the rest of the group.

Legal responsibility and liability for the provision of services are determined by the engagement terms entered into between clients and the relevant entity:

- **Carpmaels & Ransford LLP** is a limited liability partnership registered in England & Wales under registered number OC382284, and is regulated by the Intellectual Property Regulation Board.
- **Carpmaels & Ransford (International) LLP** is a limited liability partnership registered in England & Wales under registered number OC397628, and is regulated by the Solicitors Regulation Authority (SRA ID: 620864).
- **Carpmaels & Ransford (Specialities) LLP** is a limited liability partnership registered in England & Wales under registered number OC414115, and is regulated by the Intellectual Property Regulation Board.
- **Carpmaels & Ransford (Ireland) LLP** is a limited liability partnership operating in the Republic of Ireland, and is authorised by the Legal Services Regulation Authority and the Law Society of Ireland.

The registered office of the three entities registered in England & Wales is One Southampton Row, London, WC1B 5HA. [The registered office of the Irish entity is Regus House, Harcourt Centre, Block 4, Harcourt Road, Dublin 2, Republic of Ireland, D02 HW77.]

A list of members in respect of each LLP is open to inspection at the registered office. The word 'partner' is intended to refer to a member of those LLPs.

Our supply chain

Carpmaels & Ransford is a supplier of legal professional services. The nature of our business is such that we have relatively short and limited supply chain. It comprises the purchase of goods and services to support our provision of those professional services to our clients, e.g. office stationery supplies, IT equipment, building maintenance, cleaning and catering services.

To identify and assess the risk of modern slavery within our business and direct supply chain, we have taken a risk based approach. Our conclusion is that the risk is very low and so our focus is to ensure that it remains that way. For the current time, we do not deem it necessary to have a Modern Slavery training programme for all employees, but this is something we will keep under review as the business grows and should responsibility for procurement expand beyond a small number of managers within the business.

Other steps taken to ensure we remain a responsible and ethical business

At Carpmaels & Ransford we want an environment in which all colleagues, job applicants, contractors, suppliers, and clients feel safe, comfortable, valued and respected.

Being suppliers of professional legal services and regulated by various professional bodies, we are especially committed to behaving responsibly and with integrity in all of our business dealings, and this includes fulfilling our obligations under Section 54, Part 6 of the Modern Slavery Act 2015. This commitment is underpinned by policies which all employees are made aware of and are expected to behave in accordance with. We comply with all relevant employment legislation and have a formal whistleblowing policy which all employees have access to.

The focus over the coming financial year will be to continue developing robust policies and procedures, and providing training where necessary to enable our employees to understand and live by them. We are in the process of reviewing our due diligence and procurement processes, this includes in relation to being able to identify and mitigate the risk of slavery and human trafficking occurring in our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Carpmaels & Ransford's slavery and human trafficking statement for the financial year ending June 2020.

A handwritten signature in black ink, appearing to read 'Guy Himsworth', is centered on a white rectangular background.

Guy Himsworth, Chief Operating Officer

Carpmaels & Ransford

Date: 30 October 2020