

# MODERN SLAVERY STATEMENT

## **Slavery and Human Trafficking Statement by Hengeler Mueller Partnerschaft von Rechtsanwälten mbB (“Hengeler Mueller”)**

Hengeler Mueller is a leading law firm providing an extensive range of legal services to its national and international clients. We seek excellence in every aspect of our business and are committed to maintaining the highest standards of professionalism and integrity. Slavery and human trafficking are serious human rights offenses that Hengeler Mueller strongly condemns in any way, shape or form.

As required by the UK Modern Slavery Act 2015, this statement describes the steps which Hengeler Mueller has taken up to and during the financial year 2023, and which it will continue to take, to ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our own business.

### **Business model**

Hengeler Mueller is a limited liability partnership with its registered seat in Berlin, Germany, further German offices in Dusseldorf, Frankfurt am Main and Munich, and offices in London (United Kingdom) and Brussels (Belgium).

For more information about our business model, including how we are regulated, see the Legal Information section of our website ([www.hengeler.com](http://www.hengeler.com)).

In light of the nature of our business as a professional services firm and the character of our supply chains, we believe that our risk profile regarding modern slavery and human trafficking is very low. Hengeler Mueller is nonetheless committed to taking steps to prevent such conduct from occurring anywhere in its business or supply chains.

### **Supply chain relationships**

Our key suppliers are the businesses which help us to run our premises, such as our catering and cleaning providers, or who supply us with the technology we need to deliver our legal services to our clients. We tend to foster long-term relationships with these suppliers. Most of them are based in Germany and benefit from the country's strict employment protection legislation which includes protection against the violation of human rights. We explicitly include in our Supplier Code of Conduct commitments to respect human rights and prohibit any form of slavery, forced labour, child labour or human trafficking. We require our suppliers to ensure that they monitor compliance with these commitments in their own business as well as by any sub-contractors they may engage.

## **Employees**

All our employees, regardless of their place of work, enjoy the same employment protection under German law. In addition, we run a number of internal programmes to ensure the safety and well-being of our employees.

## **Code of Business Conduct**

We are committed to conducting our business in a lawful and ethical manner and do not tolerate any conduct in violation of human rights. Since 2019, we have taken major steps to summarize existing compliance policies and procedures into official internal directives and an internal Code of Business Conduct, which was last updated in September 2023. These documents are accessible and must be adhered to by all of Hengeler Mueller's partners and employees.

**Frank Burmeister / Dirk Uwer**

Partners, Compliance Committee

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