

# 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 2025. No instances of modern slavery or human trafficking were identified within our business or supply chain during the last financial year.

### **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 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.

In 2025, we improved our vendor risk management (VRM) process to ensure compliance with our internal guidelines, legal requirements and professional standards when external service providers

are used – not only at the time of on-boarding but also throughout the entire lifecycle. In particular, the VRM process serves to guarantee data protection and information security requirements in accordance with applicable labour and social security regulations.

## **Employees**

All our employees, regardless of their place of work, enjoy the same employment protection under German law. We use a modern human resources management platform to benefit the administration and organisation of our employees and operations. We also provide internal programmes to ensure the safety and well-being of our employees. When using recruitment agencies for hiring purposes, we only rely on reputable firms with verifiable employment practices.

In 2025 we updated our secure electronic whistleblowing mailbox (our Tell-Us-Platform), which provides our employees with a means to raise any concerns on an anonymous and confidential basis. These concerns can range from possible breaches of law or firm policy to any aspect of our operations or premises which may endanger someone's health or safety, including any concerns related to discrimination, harassment or bullying.

Since September 2024, we have also appointed an inclusion officer to ensure that our firm fulfils its legal obligations with regard to disabled persons and persons of equivalent status. The inclusion officer is the contact person for issues relating to physical and/or mental impairments in the working environment.

## **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, all of which are updated at regular intervals. These documents are accessible and must be adhered to by all of Hengeler Mueller's partners and employees. Every month we circulate a newsletter with information and reminders of our compliance policies and obligations.

**Frank Burmeister / Dirk Uwer**

Partners, Compliance Committee

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