



MODERN SLAVERY TRANSPARENCY STATEMENT

Scope

This statement has been published in accordance with section 54(1) of the Modern Slavery Act 2015 (the 'Act' or 'MSA'). It sets out the steps that J A Kemp LLP has taken to prevent modern slavery and human trafficking within its business and supply chains. The statement applies for the financial year ended 31 December 2024.

Organisational overview and structure

J A Kemp LLP is a leading firm of European Patent and Trade Mark Attorneys. We operate as a limited liability partnership (LLP) registered in England & Wales under registration number OC427581.

What we do

We advise and assist clients in the protection and enforcement of their intellectual property, in particular patents and trademarks. We also advise clients in related matters, such as defence against infringement actions and validity of third-party rights. Our clients originate from many countries and we obtain protection for them in most countries of the world, through local attorneys where necessary.

We have 47 partners and 211 employees. We have an annual turnover in excess of £68million and we are ranked in Tier 1 by all major legal and intellectual property directories.

Where we are

We have a presence in the United Kingdom and France. Legal responsibility and liability for the provision of services or the fulfilment of contractual obligations is determined by the terms of engagement entered into between clients and the relevant entity or contract agreements with suppliers and the relevant entity:

- J A Kemp LLP is a limited liability partnership (LLP) registered in England & Wales under registration number OC427581. The registered office of J A Kemp LLP is 80 Turnmill Street, London EC1M 5QU, United Kingdom.
- JAK France SPE SELARL is a limited liability company registered in France with a registration number 881148845. The registered office of JAK France SPE SELARL is 9 Rue Pontarique, 47000 Agen, France.

- Overtidy Limited is a limited liability company registered in England & Wales, under registration number 02766295. The registered office of Overtidy Limited is 80 Turnmill Street, London EC1M 5QU.
- J A Kemp Holdings Limited is a limited liability company registered in England & Wales under registration number 07338029. The registered office of J A Kemp Holdings Limited is 80 Turnmill Street, London, EC1M 5QU.

How and by whom are we regulated

We are regulated by the Intellectual Property Regulation Board (IPReg). IPReg is an independent regulatory body for Patent and Trade Mark Attorneys.

As a regulator IPReg's primary objective is to promote professional principles to protect the public interests and consumers; support the principles of law; ensure the continual improvement in the quality of work and protect the integrity of the profession.

IPReg seeks to achieve this by creating a conduct-related operational framework for the profession.

IPReg's Overarching Principles and Code of Conduct along with our organisation's values sets out the importance we attach to standards of ethical behaviour we expect from our employees and our supply chains.

These business values and standards help us to promote trust, maintain our reputation and inspire confidence in those that choose to do business with us.

Our commitment

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This statement and our policy reflect our commitment to acting ethically and with integrity in all our business relationships. We have a vendor risk assessment process which aims to ensure appropriate internal protocols and aligns itself to our:

- anti-fraud, bribery and corruption policy, which also covers corporate gifts and hospitality;
- tendering policy and procedures; and
- whistleblowing policy.

We see our ethical behaviour as vital to our reputation and we seek to ensure that all our employees embody those values which is why these policies are captured within our staff handbook.

Suppliers

Our suppliers comprise of firms that provide products and services from IT hardware and software, office refurbishment, fitout and maintenance, recruitment agents as well as outsourced services such as cleaning, catering, security and reception. We aim to ascertain that they share and strive for the eradication of modern slavery and we seek to adopt a risk-based approach when assessing our vendors, paying particular attention to sectors where such instances are more likely to be prevalent.

Employees

Within our firm we are committed to paying people fairly and properly for the work that they perform. We have a policy of paying in excess of the London Living Wage for all staff, whether directly employed or employed via outsourcing services. We are committed to respecting the diversity of our workforce and upholding respect for the individual throughout the business. Our whistleblowing policy protects all who see or hear of behaviour that causes concern on ethical grounds.

Recruitment

All of our workforce is employed on a permanent or contract basis. Our recruitment processes include direct advertising internally and externally, using reputable agencies and direct referrals from members of the firm. Employees who join the firm are subject to identity, reference, qualification and screening checks where appropriate.

Whistleblowing

We encourage all our staff, clients and other parties to report any concerns they may have in relation to risk, malpractice or wrongdoing that affects others such as clients, staff, the firm suppliers or the public. Our whistleblowing policy and procedure are designed to ensure that people can make disclosures without fear of retaliation.

The future activities

Our conclusion based on our own assessment of our supply chains is that the risk associated with modern slavery in our business is very low and so our focus is to ensure that it remains that way.

In light of that assessment, 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 firmly on our agenda, as the business grows and should responsibility for procurement expand beyond a small number of managers within the business.

In the meantime, we will continue identifying suitable and robust training material for those staff specifically involved in purchasing, procurement, contracts and tenders.

Governance, policy and compliance

Overall responsibility for modern slavery (and the production of this statement) comes under the Head of Legal Practice and will be discussed, assessed and reviewed at the Management Committee meetings.

Our Modern Slavery and Human Trafficking Staff Policy is owned by the HR Department.

This statement has been approved by J A Kemp LLP Management Committee in April 2025 and signed by the Head of Legal Practice.

It will be reviewed and updated annually.

A handwritten signature in black ink, appearing to read 'John Leeming', with a long horizontal flourish extending to the right.

John Leeming
Head of Legal Practice
April 2025