

## VOLUNTARY MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Sipara Limited is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015. We are a provider of legal services in the Intellectual Property sector. We are based in the United Kingdom. We have a sister organisation in Sweden. We have some ten employees in the UK and five in Sweden. We operate solely in the United Kingdom / Sweden.

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains. Our supply chains include providers of goods and services which are predominantly based in the UK and therefore subject to the UK's Modern Slavery Act.

We are committed to ethical trading principles and to acquiring goods and services without harm to others. 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. We are committed to acting ethically and with integrity in all our business relationships.

Our supply chains are mainly made up of the following:

- Most of the services provided to us are of a professional services nature where there is a relatively low risk of breaches of the requirements of the Modern Slavery Act.
- Outsourced Cleaning services
- Outsourced IT services
- Outsourced Accounts services
- Outsourced administrative services
- Office equipment supply.
- Outsourced HR services

We believe that the areas where a higher risk exists is in the supply of services for our office facilities. We review such suppliers on a periodic basis. To help identify and monitor the risk of slavery and human trafficking in our supply chains we vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices. We only employ agency workers through reputable agencies that adhere to anti-slavery and human trafficking practices.

Being a regulated provider of legal services whose workforce consists largely of professionally qualified individuals it is considered that the risk of modern slavery within our business is very low. All applicants for employment undergo work eligibility checks.

All of our employees are paid at a rate which is at or above the minimum wage. We also require our supply chain to pay their own employees at a rate which is at or above the minimum wage.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business our senior management team have all been on relevant external training.

If any employee becomes aware of or suspects modern slavery they understand that they must immediately report this, and further understand that in so doing they have whistle-blower protection.

This voluntary statement has been approved by the directors and is subject to annual review.

*RN Furneaux RM Kaye*

Sipara Limited

31 May 2021