

Modern Slavery Act

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 (MSA), and sets out the steps taken in our last financial year (1 January 2022 – 31 December 2022) throughout our business to identify and reduce the risk of modern slavery occurring within our business or supply chains.

Overview of our business

Noerr Partnerschaftsgesellschaft mbB is a European law firm predominantly operating in Germany and Central and Eastern Europe. We operate an office in London. Further, we have 8 offices in Europe, mostly Germany, and an office in NYC and 5 related offices in Central and Eastern Europe. Details of our offices and the services we provide are available on our website www.noerr.com. Almost all of our staff is located in Germany. We have a broad range of German and international clients which we serve holistically and support wherever their legal needs arise worldwide. Noerr teams advise clients based on our core values such as quality, dedication, trust and integrity.

The top areas of spend with suppliers are premises and facilities management, travel and accommodation, human resources related services, cleaning and waste disposal services, stationery, IT and other technology procurement and translation services. Noerr's spend is centred in Germany, both in terms of the location of our procurement and contract management and the location of our top suppliers with certain local agreements at the level of each office.

Our approach to modern slavery

Integrity is one of our core values guiding all our advice and dealings with clients, staff and suppliers and we strive to prevent human trafficking, forced labour or slavery in our business and in collaboration with business partners and service providers. We adhere to all employment related laws and ILO recommendations, including minimum wages, employment and working conditions, freedom of association, health and safety and expect all our suppliers to comply with these requirements as well. Most of our suppliers are regulated by competent local authorities and many of them subject to the MSA. Our relationship with suppliers are sourced and managed by the relevant business services heads and by the office heads.

We have internal policies in place including:

- review available information about our global and local supply chain and service providers;
- identify and, where practical, address gaps in that information;
- make risk-based assessments on suppliers;
- seeking compliance statements and contractual guarantees, where appropriate;
- conduct focused due diligence where potential issues may be identified;
- review existing business relationship with suppliers from time to time.

We further updated the firm's procurement terms and commitments and will develop and enhance our risk-based approach to assess our service providers through their supply chain.

This statement is authorised and approved by the co-managing partners of Noerr Partnerschaftsgesellschaft mbB.

Dr Alexander Ritvay and Dr Torsten Fett

Dated May 2023