



Modern Slavery Statement 2020/2021

This statement is made by CENTRAL Intellectual Property & Law, under the legal requirement set out under Section 54 of the Modern Slavery Act (2015).

Summary

CENTRAL Intellectual Property & Law is committed to its responsibility to avoid participating, either directly or indirectly, in modern day slavery. We continue to take appropriate steps to effectively ensure that modern day slavery has no place in our company or in our supply chain.

Policies

CENTRAL Intellectual Property & Law has a comprehensive set of policies and process that contribute to enabling our business and our employees to identify and mitigate any risks related to modern day slavery.

Code of Conduct and Ethics

CENTRAL Intellectual Property & Law attaches great importance to the honest and ethical conduct of our employees, our clients, and our suppliers and service providers. This commitment is underpinned by our code of conduct and ethics, which sets out principles enabling our business to operate in a safe, honest, and responsible manner.

Individual Rights

Our individual rights policy seeks to ensure the protection of individual human rights through our behaviour towards our employees, clients, and service providers. The policy clearly states that we do not employ child, bonded, or forced labour and we expect our service providers to treat their employees with dignity and respect.

Safeguarding of Children and Vulnerable Adults

At CENTRAL Intellectual Property & Law, we recognise our obligations with regards to providing services to children and vulnerable adults. Our safeguarding of children and vulnerable adults policy provides behavioural and procedural guidelines to our employees to ensure that the rights of these individuals are protected and that our employees are aware that they have a responsibility to protect them from harm or abuse when delivering our services.

Whistleblowing

Our whistleblowing policy offers direction to staff members who may become aware of modern day slavery within our business or supply chain and provides information to ensure incidents are appropriately reported.

Due Diligence

At CENTRAL Intellectual Property & Law, we do not, under any circumstances, use forced, bonded, or child labour in the provision of our services. In addition, we make every effort to ensure that our service providers operate with the highest level of integrity and are free of the use of forced, bonded, or child labour.

To ensure that our suppliers and service providers deliver the same high levels of professional excellence and safeguarding, we will continue our risk-based audits throughout 2020 and 2021. We include provisions in our contractual agreements that require our counterparties to commit to the prevention of modern slavery.

Risk Assessment

When CENTRAL Intellectual Property & Law engages with a supplier or service provider, we assess their suitability to provide us with goods and services. Included in this assessment is a risk assessment that considers if they are providing services from countries with a high risk profile for slavery and whether the services or goods provided are from a low-skilled staff group.

Where a supplier or service provider is considered high risk, we may require further evidence of their due diligence processes to prevent modern slavery. In addition, we monitor our suppliers and service providers closely to ensure that they comply with the highest levels of ethical standards.

Measuring Effectiveness

We take the following steps to ensure we are effectively mitigating modern day slavery:

- Our policy and procedures related to modern day slavery are reviewed annually and may be reviewed more regularly if an incident is reported;
- Reported incidents are analysed to establish if there are any areas of risk that require further mitigation.

Training for Staff

CENTRAL provides periodic training to our people on the subject of modern slavery and our policies to address the risks to help increase education and awareness.

Looking Forward

We will continue to assess and refine our processes to ensure that modern day slavery is avoided at all costs both within the company and our supply chain. This will continue throughout 2021 and beyond to ensure that CENTRAL Intellectual Property & Law and its supply chain demonstrate the values and ethical conduct we pride ourselves on.

A handwritten signature in black ink, appearing to read 'Hoon Chang', with a large, sweeping flourish underneath.

Hoon Chang
President

2 April 2021