

This statement applies to Ridge and Partners LLP (referred to in this statement as 'the Partnership'). The information included in the statement refers to the financial year 2022.

## Organisational structure

Ridge and Partners LLP is a Limited Liability Partnership with an annual turnover in excess of £90 million. We employ over 900 staff and operate from offices across the UK.

Ridge and Partners LLP provides multi-disciplinary advisory services to clients through the medium of appropriately qualified professionals who are either employees, subcontractors or consultants. As such we believe that our potential risk of slavery and human trafficking-related issues is relatively low.

## Commitment

The Partnership acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Partnership understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

As an equal-opportunities employer we are committed to creating and ensuring a non-discriminative and respectful working environment for its staff.

The Partnership ensures its recruitment and people management processes are designed to ensure that all employees have the right to work in the UK and are safeguarded from any abuse or coercion once employed.

The Partnership maintains the following policies, accessible to staff via the Intranet to support its people management processes:

- Recruitment & Selection Policy
- Equality, Diversity and Inclusion Policy
- Bullying & Harassment Policy
- Whistleblowing Policy
- Ethical Trading and Social Responsibility Policy

The Partnership does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

## Supply chains

Due to the nature of our business, Ridge assesses itself to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of UK suppliers.

The Partnership has not, to its knowledge, conducted any business with another Organisation which has been found to have involved itself with modern slavery.

## Embedding the principles

In accordance with section 54(4) of the Modern Slavery Act 2015, the Partnership has taken the following steps to ensure that modern slavery is not taking place:

- reviewed our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- ensure employment policies are reviewed on a regular basis
- provided awareness training to staff on modern slavery and what action they should take if they suspect a case

All concerns regarding modern slavery should be addressed to the Senior Partner, who will then undertake relevant action with regard to the Partnership's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 6<sup>th</sup> February 2023

Signed:



Print name: ADRIAN O'HICKEY

Job Title: SENIOR PARTNER

Date: 06/02/2023