

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement applies to Ridge and Partners LLP in accordance with section 54 of the Modern Slavery Act 2015. It sets-out the actions that Ridge has taken to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain. This statement relates to the year ending 31st December 2023 and will be updated annually following each year end.

Our structure

Ridge is a Built Environment Consultancy. Our multidisciplinary team of over 1000 people operates across 11 offices in the United Kingdom. We provide multidisciplinary services to clients in both the public and private sectors. Our people are professional or skilled individuals who are either permanent employees, contractors or temporary agency workers. As such we believe the risks associated with slavery and human trafficking of our direct employees are generally low.

As a provider of professional services we have a limited supply chain. Key suppliers are principally providers of goods or services that support the operation of our workplaces. We also use other professional businesses on a contract or subcontract basis to support our client facing teams and business operations. Ridge uses suppliers or contractors selected by tender or recommendation that are determined to be reputable and ethical.

Commitment

Ridge is committed to preventing slavery and human trafficking in its activities and to ensuring that our supply chain is free from slavery and human trafficking. We are an equal opportunities employer. This means we are committed to ensuring that all of our people, clients and supply chain, receive fair and equitable treatment across all of our policies, procedures and practices.

Our policies

We have people policies and guidance in place which all of our people are required to comply with. Our policies set out how individuals can raise any concerns or report any issues and they ensure that our people are treated fairly. We regularly review and update our policies to ensure they continue to reflect our obligations. The key policies and statements that impact our approach to modern slavery and human trafficking are as follows:

- Diversity and Inclusion policies – Dignity at Work policy and Equal Opportunity policy
- Whistleblowing policy
- Recruitment policy
- Disciplinary policy
- Anti-bribery statement
- Health, Safety and Wellbeing statement
- Corporate and Social Responsibility statement

Our recruitment process

We have a robust recruitment process which ensures that all potential employees have the legal right to work in the United Kingdom. We recruit our talent from a wide pool and candidates may apply through our careers site or job adverts; be put forward by one of our agency partners or by an employee referral; or, be approached directly by one of our Talent Acquisition team. Through our recruitment interview process, we seek to confirm that potential employees have the necessary competence and aptitude for the role they are applying for.

Training

Our virtual training course catalogue contains a modern slavery training module (CPD accredited) to provide knowledge on how to report, acknowledge and how to handle modern slavery in and around the workplace.

Our supply chain

Our supply chain is made-up of mostly UK based companies and subcontractors in low-risk sectors (such as professional services). As part of our commitment to ensuring the ethical standards of our supply chain we continue to take the following actions:

- As part of any tender or procurement exercise, we seek to ensure that potential suppliers or contractors meet the requirement to comply with the Modern Slavery act 2015

- We carry out a robust selection and onboarding process for new suppliers or contractors, to ensure compliance with our own values and standards
- We hold up-to-date and accurate information about our suppliers and contractors
- Our supplier contracts include termination powers in the event that a supplier or contractor is suspected to be involved in modern slavery

Whistleblowing

Ridge encourages all of our people to report any concerns they have around suspected wrongdoing or dangers within the business. Our Whistleblowing policy details our process for handling any confidential disclosures.

Our progress in 2023

- We invested in our Business Services teams as part of our ongoing commitment to strengthen the support we provide to our people and business operations. As such, our People, Technology, Health and Safety and Social Value teams saw significant growth.
- We introduced new Diversity and Inclusion policies as part of our commitment to cultivating an inclusive culture based on dignity, trust and respect, which is free from discrimination, harassment, bullying or victimisation.
- We reviewed and raised awareness of our Whistleblowing policy, to ensure it is still aligned to our approach to wrongdoing and to encourage a culture of transparency and openness.
- We became a member of Business In the Community, helping Ridge to strengthen our responsible business approach.
- We set-up a Responsible Business Working Group attended by members of our Senior Leadership Team, to ensure our responsible business practices and policies are reviewed and ratified regularly.

Ridge was not informed of any suspected incidents of modern slavery or human trafficking during 2023 but will investigate any future concerns should they arise.

We recognise that the review and assessment of our actions will be an ongoing and evolving process. We remain committed to the principles of the Modern Slavery Act 2015 and to identifying and preventing modern slavery and human trafficking in our business activities and across our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by the Senior Partner of Ridge and Partners LLP. It constitutes our modern slavery and human trafficking statement for 2023.



Signed by Adrian O'Hickey, Senior Partner
Date: April 2024