Modern Slavery And Human Trafficking Statement

Introduction

This statement applies to Ridge and Partners LLP in accordance with section 54 of the Modern Slavery Act 2015. It outlines the actions Ridge has taken during 2025 and our planned commitments for 2026 to ensure slavery and human trafficking are not taking place in any part of our business or supply chain. This statement relates to the year ending 31 December 2025 and will be updated annually.

Our structure

Ridge is a Built Environment Consultancy. Our multidisciplinary team of over 1500 people operates across 15 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 risk of modern slavery within our direct employment practices is low.

Our Supply Chain

As a provider of professional services we have a limited supply chain. Key suppliers are principally UK based providers of goods or services in low-risk sectors, 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 and align with our standards.

Commitment

Ridge is committed to preventing slavery and human trafficking within our operations and supply chain. We are an equal opportunities employer, dedicated to fair and equitable treatment of all our employees, contractors, and partners.

Our policies

We maintain and regularly review comprehensive policies that support our commitment. The key policies and statements that impact our approach to modern slavery and human trafficking are as follows:

- Diversity and Inclusion (Dignity at Work and Equal Opportunity)
- Human Rights Statement
- Whistleblowing
- Recruitment
- Disciplinary
- Anti-bribery
- Health, Safety, and Wellbeing
- Corporate and Social Responsibility
- Sustainable Procurement Policy
- Supplier Code of Conduct
- Grievance Resolution Policy
- Safeguarding policy

These policies help safeguard our employees against unfair practices and ensure that all individuals can raise concerns confidentially and without fear of retaliation.

Our Recruitment Process

Our rigorous recruitment procedures ensure all potential employees have the legal right to work in the United Kingdom, checked by using a specialist vetting tool. 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 eLearning module (CPD accredited) to keep our people informed of the risks, indicators, and reporting mechanisms related to modern slavery.

Due Diligence and Risk Assessment

In alignment with UK government guidance and as part of our commitment to ensuring the ethical standards of our supply chain, we undertake ongoing due diligence and risk assessments to:

- Evaluate new and existing suppliers for potential modern slavery or human trafficking risks.
- Ensure that potential suppliers or contractors meet the requirement to comply with the Modern Slavery Act 2015, including submission of modern slavery statements where applicable.
- Monitor any suppliers we identify as high-risk through ongoing reviews, audits, or targeted questionnaires, aiming to mitigate any potential risks at an early stage.

Actions and progress in 2025

Strengthening our Governance and Frameworks

- Launched our Human Rights Statement, aligning with the UN Global Compact and OECD Guidelines.
- Produced our Corporate Responsibility Framework, strengthening how we oversee ethical and responsible business practices.
- Developed and launched our Sustainable Procurement Policy and Supplier Code of Conduct, supported by business-wide communications reinforcing expectations on ethical sourcing and modern slavery.

Supply Chain Due Diligence

- Conducted a review of sub-consultants registered on Constructionline.
- Piloted a new sub-consultant and supplier review form introducing enhanced modern slavery disclosures, with wider rollout planned.
- Reinforced expectations that all partners comply with our modern slavery standards as part of procurement improvements.

Workforce Policies and Raising Concerns

- Updated our Disciplinary and Grievance Resolution policies to ensure they remain clear, accessible and aligned with current UK employment law and ACAS guidance.
- These updates were designed to strengthen confidence in our processes, support early resolution of concerns, and reinforce a culture where individuals feel safe to raise issues.
- By improving clarity, consistency and fairness in how concerns are handled, these changes further support our ability to identify and address potential risks.

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Future Talent

- Delivered work shadowing, work experience, internships, and placements in-line with government guidance.
- Created career pathways for young talent, ensuring early-career individuals learn about ethical practices from the start.
- Strengthened our graduate and apprentice programmes, providing personal, professional and future leadership development.

Enhanced Right-to-work Verification

- Partnered with Experian to improve the robustness of employee verification processes, inclusive of an 'imposter check' to confirm and ensure true likeness.
- Implemented additional safeguards to identify and prevent potential exploitation or illegal working practices.

Collaboration and External Engagement

- Explored potential collaborations with external organisations focused on tackling modern slavery, supporting our commitment to continuous learning and improvement.

Training and Awareness

- Introduced a new Learning Management System (LMS) which hosts an updated and a more tailored Modern Slavery eLearning module.

Planned Actions for 2026

Living Wage Commitment

- Maintain at least 97% of employees paid at or above the Living Wage
- Continue to explore a formal Living Wage policy

Expanded Experian background checks

- Roll out enhanced right-to-work checks for all new employees, including those transferred to us through acquisition, reinforcing our zero-tolerance stance on illegal or exploitative hiring practices.

Training and Awareness

- Monitor participation and completion rates to ensure all employees (including those in high-risk roles) receive quality training.
- Provide more specialised training for employees who manage or interact with higher-risk supply chains.

Safeguarding and Risk Response

- Launch a new Safeguarding Policy, providing a clear framework for recognising, responding to and escalating concerns where individuals may be vulnerable to harm or exploitation.

Benchmarking and collaboration with key partners

- Engage with our healthcare provider, reviewing their published Modern Slavery Statement to benchmark our practices.
- Explore potential collaborations with external organisations and participate in local networks through our Social Value team.
- Host an awareness workshop with Business in the Community (BITC) to share insights and deepen employees' understanding of modern slavery risks.

CCLA Investment Management's Modern Slavery UK Benchmark

- Assess the insights and recommendations provided by CCLA's benchmark.
- Incorporate identified best practices into our policies and supplier due diligence processes.

Supply Chain and Procurement

- Business-wide rollout of the updated sub-consultant and supplier onboarding process, including enhanced modern slavery disclosures.
- Improved risk reviews and reporting using supplier onboarding platforms.
- Continued embedding of procurement standards across the business.

How These Actions Support Compliance and Continuous Improvement

Risk Reduction

Enhanced supplier onboarding, procurement standards and due diligence processes strengthen visibility and reduce exposure to risk.

Culture and Awareness

Training, communications and external engagement ensure our people remain informed and confident in identifying and reporting concerns.

Supply Chain Transparency

Clear standards and expectations promote accountability across our partner network.

Governance and Accountability

Strengthened internal policies and clear escalation routes support consistent handling of concerns and reinforce oversight of modern slavery risks.

Responsible Business Practice

Embedding modern slavery considerations within our wider responsible business and corporate responsibility frameworks supports a holistic approach.

Key

Performance Indicators (KPIs) and Monitoring

We monitor effectiveness and continuous improvement through:

- Completion rates for modern slavery training
- Supplier due diligence completion and risk reviews
- Reported concerns or incidents
- Progress towards fair pay commitments

Whistleblowing

We encourage all employees to report concerns regarding suspected modern slavery through our confidential Whistleblowing policy. All reports are investigated swiftly, and any identified risks or violations are escalated to our Equity Partners.

Effectiveness and Governance

In 2025, no incidents of modern slavery or human trafficking were reported. Ridge remains vigilant, regularly reviewing policies and practices through our Responsible Business Working Group, attended by senior leaders, to enhance effectiveness in preventing modern slavery. We will also consider external engagement and benchmarking opportunities (such as relevant sector initiatives or advisory groups) to continually refine our approach.

This statement is made pursuant to section 54(1) of the Modern Slavery Act

Modern Slavery And Human Trafficking Statement

2015 and was approved by the Senior Partner of Ridge and Partners LLP. It constitutes our modern slavery and human trafficking statement for 2025.



Signed by Adrian O'Hickey, Senior Partner
Date: March 2026