

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 outlines the actions Ridge has taken during 2024 and our planned commitments for 2025 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 2024 and will be updated annually.

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 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)
- Whistleblowing
- Recruitment
- Disciplinary
- Anti-bribery
- Health, Safety, and Wellbeing
- Corporate and Social Responsibility

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. 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 2024

- Future Talent and Talent Acquisition initiatives
 - Offered 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.
- Sub-consultant and supplier due diligence
 - Conducted a review of sub-consultants registered on Construction Line.
- Retendered recruitment agency Preferred Supplier List (PSL)
 - Applied detailed modern slavery pre-qualification questionnaires as part of the bid process.
 - Strengthened contractual obligations, ensuring alignment with our ethical requirements and zero tolerance for modern slavery.
- Enhanced right-to-work verification
 - Partnered with Experian to improve the robustness of employee verification processes.
 - Implemented additional safeguards to identify and prevent potential exploitation or illegal working practices.

Planned Actions for 2025

- Living Wage commitment
 - Ensure at least 97% of employees continue to receive a living wage.
 - Explore the feasibility of adopting a formal Living Wage policy to further reinforce fair compensation.
- Expanded Experian background checks
 - Roll out enhanced right-to-work checks for all new employees, reinforcing our zero-tolerance stance on illegal or exploitative hiring practices.
- Training and Awareness
 - Introduce a new Learning Management System LMS to host updated and a more tailored Modern Slavery eLearning module.
 - 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.
- 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.
- Sub-consultant and supplier due diligence
 - Introduce a new sub-consultant and supplier review form highlighting modern slavery risks and requiring enhanced disclosures.
 - Reinforce expectations that all partners comply with our modern slavery standards and policies.
 - Develop and embed a new Supplier Code of Conduct and Procurement policy.

How These Actions Support Compliance and Continuous Improvement

Risk identification and Mitigation

By reviewing our existing suppliers, introducing robust pre-qualification requirements, and continually monitoring our recruitment practices, we are proactively reducing the risk of modern slavery in our operations and broader supply chain. A Supplier Code of Conduct and Procurement policy will set clear expectations and standards for ethical practices, including modern slavery, and will promote transparency and accountability throughout our supply chain.

Employee Engagement and Training

Our training and eLearning programmes—especially those tailored for higher-risk roles—ensure our people understand how to detect and report concerns. This embeds a culture of vigilance against modern slavery.

Partner and Supplier Collaboration

Collaborating and networking with external organisations fosters a culture of shared learning and cross-sector improvements. Engaging with industry benchmarks, such as those from CCLA, helps align our approach with leading practices.

Commitment to Fair Wages

Moving closer to a formal Living Wage policy underscores our commitment to fair pay, ensuring employees can meet basic living costs and reducing vulnerabilities that can lead to exploitation.

Key Performance Indicators (KPIs) and Monitoring

To measure our effectiveness and ensure continuous improvement, we will track:

- Percentage of employees completing modern slavery awareness training
- Supplier due diligence completion rates, including modern slavery questionnaires and audits
- Number of reported concerns or suspected breaches of modern slavery
- Progress towards achieving a formal Living Wage policy

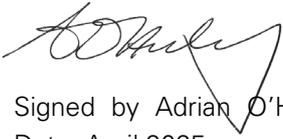
Whistleblowing

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 2024, 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 2015 and was approved by the Senior Partner of Ridge and Partners LLP. It constitutes our modern slavery and human trafficking statement for 2024.

A handwritten signature in black ink, appearing to read 'A O'Hickey', with a large, stylized flourish extending downwards and to the right.

Signed by Adrian O'Hickey, Senior Partner
Date: April 2025