

HUMAN RIGHTS STATEMENT

Introduction

Ridge and Partners LLP (“Ridge”) is committed to respecting and promoting human rights across all areas of our business and supply chain. We recognise our responsibility to respect the rights and freedoms of individuals and communities, and we align our practices with the principles of the United Nations Global Compact (UNGC) and the OECD Guidelines for Multinational Enterprises.

Our approach to support and safeguard human rights is embedded in our policies and processes. This statement affirms our commitments and approach to responding to human rights within Ridge. This policy applies to all employees and anyone working with or on behalf of Ridge, whether located in the UK or overseas.

Our human rights commitments

Equality, Inclusion and Non-Discriminatory Treatment

Ridge is committed to fostering a culture of dignity, trust, and respect, where everyone feels valued and empowered to be their authentic selves. Our Diversity and Inclusion policies set out clear expectations for behaviour and promote a working environment free from discrimination, harassment, bullying or victimisation. We do not tolerate discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. These policies also provide guidance on how to escalate concerns and encourage all our people and anyone working with or on behalf of Ridge to take personal responsibility for upholding inclusive practices in their day-to-day interactions.

We provide equal opportunities throughout recruitment, development, and progression, and run inclusive leadership programmes to support diverse talent and equitable career growth.

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Safe and Healthy Workplaces

Ridge is committed to providing safe and healthy working environments for our people and anyone working with or on behalf of Ridge and we uphold this through clear policies, practical guidance, and mandatory training. Our Health and Safety Team, supported by Office Leads, ensure compliance across all locations, and we expect everyone to take personal responsibility for minimising risk and protecting themselves and others. We regularly review our policies to reflect best practice and evolving standards, and we are proud to hold ISO 45001 certification for occupational health and safety.

Zero Tolerance for Modern Slavery

Ridge is committed to upholding the principles of the Modern Slavery Act 2015 and maintaining a zero-tolerance approach to all forms of modern slavery and human trafficking. We actively monitor our recruitment practices, supplier relationships, and operational procedures to ensure ethical standards are upheld across our business and supply chain. Our policies promote fair treatment, transparency, and accountability. Through robust due diligence, training, and continuous improvement, we aim to prevent exploitation and protect the rights and dignity of every individual we work with.

Fair Work Standards

Ridge is committed to complying with all applicable legislation regarding pay, working time and leave, and we expect the same of anyone working with or on behalf of Ridge. We also respect the freedom of association and the fundamental rights of workers.

Privacy, Data Protection and Ethical Technology

Ridge complies with UK GDPR and other applicable data protection laws to ensure personal data is handled responsibly, securely, and transparently. We uphold this through clear policies, practical guidance, and mandatory training.

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We apply consistent standards across all locations and expect anyone working with or on behalf of Ridge to uphold these principles.

We also support the responsible use of science and technology, consistent with OECD Guidelines and the UN Global Compact, by promoting ethical, fair, and sustainable practices in how technologies are adopted and applied across our business.

Social Value and Community Impact

Our Social Value Impact Report (2024) contributes to our commitment to human rights in action. In 2024, we delivered over £36 million in combined economic, social, and environmental value through inclusive employment, skills development, climate resilience, and community investment. These outcomes reflect our belief that human rights are best upheld through purposeful delivery, creating opportunities, reducing inequalities, and designing built environments that enable people and communities to thrive.

Environmental Stewardship

Through our ISO 14001-certified Environmental Management System and ESG Framework, we work to minimise pollution, reduce resource consumption, and promote ecological resilience. These efforts help safeguard the rights of current and future generations, particularly those most vulnerable to environmental harm, and reflect our broader commitment to responsible business conduct and sustainable development.

Zero Tolerance for Bribery and Corruption

We do not tolerate any form of bribery or corruption, and we uphold the principles of the UK Bribery Act 2010 across all our operations. Our Anti-Bribery Policy applies to all our people, and anyone who works with or on behalf of Ridge and sets clear expectations for ethical conduct in all business dealings. Mandatory training, robust financial controls, and a dedicated Anti-Bribery

Register help us monitor compliance and manage risk. These measures support our broader commitment to human rights by promoting fairness, accountability, and trust in every relationship we build.

Anti-Facilitation of Tax Evasion

Our Anti-Facilitation of Tax Evasion policy outlines our zero-tolerance approach to any form of tax evasion or its facilitation, whether by our people and anyone working with or on behalf of Ridge. This policy complements our broader human rights commitments by promoting financial integrity and accountability across our operations and supply chain.

Governance and Reporting

The People Director is the accountable person for this statement. Responsibility for delivery sits with our Responsible Business Working Group, supported by functional leads across Ridge. The statement is reviewed annually to reflect changes in corresponding statements and policies, legislation, stakeholder expectations, and emerging good practice.

Due Diligence and Risk Management

Ridge conducts ongoing human rights due diligence to identify and manage risks across our operations and supply chain. We assess suppliers, contractors and partners for ethical standards and potential human rights impacts, and we take appropriate action where concerns are identified. Internally, we monitor recruitment and onboarding practices and provide training to help employees recognise and respond to human rights issues. We encourage open reporting through our grievance and whistleblowing policies and ensure concerns are thoroughly investigated and addressed. These measures help us uphold dignity, fairness, and safety in everything we do.

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Grievance Mechanisms

Ridge is committed to creating a culture where individuals feel safe and supported to speak up. Our Grievance Policy provides a clear and confidential process for raising concerns about personal experiences at work, while our Whistleblowing Policy enables our people to report serious wrongdoing, such as human rights violations, fraud, malpractice, or health and safety breaches, without fear of retaliation. Both policies are designed to protect the rights of those raising concerns and ensure that all reports are investigated swiftly, and any identified risks or violations are escalated to our Equity Partners. These mechanisms play a vital role in monitoring compliance with our Human Rights Statement and in fostering transparency, accountability, and continuous improvement across our business.

Related Policies and Procedures

We maintain and regularly review our policies that support our commitment. The key policies and statements that impact our approach to upholding international human rights standards include:

- Modern Slavery and Human Trafficking Statement
- Diversity and Inclusion (Dignity at Work and Equal Opportunity)
- Whistleblowing
- Grievance
- Recruitment
- Disciplinary
- Anti-bribery
- Anti-Facilitation of Tax Evasion
- Health, Safety, and Wellbeing
- Corporate and Social Responsibility
- Environmental Management System
- Environmental Policy Statement
- Carbon Reduction Plan (PPN) 06/21

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- Data Protection Policy (GDPR)

Signed by: Nicky Dixey



Date: September 2025

Version	1
Created By	CT
Reviewed By	ND
Last Review Date	10 September 2025
Next Review Due Date	September 2026