

Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking policy relates to actions and activities during 1st April 2022 to 31st March 2023 financial year.

Purpose

The statement sets down Henry Riley's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Our people are expected to report their concerns and management to act upon them.

Organisational Structure and Supply Chains

This statement covers the business activities of Henry Riley LLP which are as follows: Henry Riley LLP is a professional services firm providing Project Management, Cost Consultancy, Health & Safety and Project Monitoring services to the Construction industry. We have 10 offices and operate in the UK and Australia. We engage with sub-consultants, and contractors to deliver specialist services.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Partnership provides online training courses to all our people.

Policies and Responsibility

The Partnership is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms our intention to act ethically in our business relationships.

The Head of Human Resources is responsible for creating and reviewing policies; this process involves reviewing and adopting best practice in line with the needs of the Partnership. The following policies sets out our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

1. Whistleblowing policy
The Partnership encourages all our people, clients and other business directors to report any concerns related to our direct activities or supply chains.
2. Code of Conduct
Our Code of Conduct sets down the actions and behaviour expected of our people when representing Henry Riley.
3. Corporate Social Responsibility (CSR) Policy
Henry Riley's CSR policy summarises how we work responsibly.

Due Diligence Processes

The Partnership undertakes due diligence when considering taking on new suppliers, and regularly reviews our existing suppliers. The Partnership's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of our business directors.

We expect our suppliers to comply with their legal obligations, in relation to Modern Slavery, and are committed to ensuring there is no slavery, forced labour or servitude, child labour or human trafficking taking place within their business, or any of their supply chains. The

Partnership has signed up to the GLAA (Gangmasters & Labour Abuse Authority) Construction Protocol which is aimed at eradicating slavery and labour exploitation in the building industry. We encourage all of our suppliers to commit and raise awareness within the supply chain by agreeing to the GLAA Construction Protocol.

Measures of Prevention

To ensure that modern slavery and human trafficking is not taking place in any part of our business or supply chains, we make appropriate checks on our people, recruitment agencies and suppliers, to know who is working for, or on behalf of us.

In the unlikely event that any incidents of modern slavery or human trafficking are found within our supply chain, we will take immediate action to notify the necessary authorities and make the affected client aware.

The Partnership provides our people with a written contract of employment. We pay our people in accordance with the law. We comply with our legal obligations to ensure the health and safety of all our people and workers, including in relation to working hours, rest breaks and holidays.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Management Board of Henry Riley LLP endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: David Needham

Position: Chief Executive Officer

Date: 1st June 2022

Signature:

