

# Modern Slavery and Human Trafficking Statement

## Introduction

This Modern Slavery and Human Trafficking policy relates to actions and activities undertaken by Henry Riley Consultants Limited during the financial year 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.

## 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 within 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 Consultants Limited which are as follows:

Henry Riley Consultants Limited is a professional services firm providing Project Management, Cost Consultancy, Health & Safety, Project Monitoring and Business Advisory 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 Business provides online training courses to all of our people.

## Policies and Responsibility

We are committed to ensuring that there is no modern slavery or human trafficking within 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 Business.

The following policies set 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  
Henry Riley Consultants Limited encourages all its 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 Business undertakes due diligence when considering working with new suppliers, and regularly reviews our existing suppliers. Henry Riley'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. Henry Riley 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 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.

Henry Riley provides its people with a written contract of employment and remuneration is carried out 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 where necessary. The Management Board of Henry Riley Consultants Limited 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 of Henry Riley Consultants Limited

Date: 1<sup>st</sup> May 2023

Signature:

