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## Anti Slavery and Human Trafficking Policy

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Checked by

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### 1.0 Purpose and Scope

- 1.1 Ryder Architecture Ltd maintains relationships with many different organisations, as well as directly employing large numbers of people. In the light of the general law on employment and human rights, and, more specifically, the [Modern Slavery Act 2015](#), we have reviewed our existing compliance and risk management processes to determine to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our businesses or in our supply chains.

### 2.0 Responsibility

- 2.1 The managing partner takes ultimate responsibility for this policy.
- 2.2 Responsibility for the identification and prevention of modern slavery rests with leadership. The board of directors has overall responsibility for ensuring this policy and its implementation comply with our legal and ethical obligations.

### 3.0 Procedure

- 3.1 As part of our culture of good governance for good business, we operate to a set of core values which reflect our relationships with our principal stakeholder groups: clients, suppliers and team members. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can.
- 3.2 Our attitude to modern slavery is zero tolerance.
- 3.3 We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or those of our suppliers.
- 3.4 We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the modern slavery act 2015.
- 3.5 As an equal opportunities employer our recruitment and people management processes are designed to ensure that all prospective colleagues are legally entitled to work in the UK.
- 3.6 We operate a robust recruitment process which includes appropriate immigration checks for all colleagues to safeguard against human trafficking or individuals being forced to work against their will.
- 3.7 All colleagues have an obligation to familiarise themselves with our procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented. Adherence to this policy forms part of all colleagues obligations under their contract of employment.

- 3.8 Team leaders at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery.
- 3.9 Concerns about suspected modern slavery associated with the company or our suppliers may be reported by colleagues in this manner.



**Mark Thompson**  
Managing Partner