

Modern Slavery and Human Trafficking Statement

Scope of Statement

This statement applies to persons working for Stephen George + Partners LLP including external sub-consultants.

Stephen George + Partners LLP

We have a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships, implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in our own business or that of our sub-consultants.

Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. All of which have in common the deprivation of a person's liberty, by another, to exploit them for personal or commercial gain.

At Stephen George + Partners we aspire to maintain the highest standard of employee conduct and ethical behaviour. We encourage confidential reporting of concerns related to the direct activities of our business and its sub-consultants. We operate with a zero tolerance of slavery and human trafficking within our business. Our internal recruitment process involves us working only with selected reputable employment agencies, which eliminates the risk of slavery and human trafficking.

The organisation carries out appropriate right to work checks on all potential new recruits.

Before employment, Stephen George + Partners requires two forms of identification for each potential new member of staff (e.g. Passport, Driving Licence and/or Birth Certificate). A manual check is carried out obtaining the original version of the document checking the validity in the presence of the holder and retaining a clear copy for filing in accordance with the Right to Work Checklist published on www.gov.co.uk. We record all the documents electronically on a dedicated HR server complying with GDPR requirements.

Personal information is retained for the duration of an employee's contract and is deleted two years after the individual leaves.

For non-nationals our practice requires the right to work in the UK to be provided where applicable.

Every six months we carry out online checks for updates on the official government website assuring all the procedures in place are up to date.

In line with the Home Office Comprehensive Guidance for Employers on Preventing Illegal Working, Stephen George + Partners assesses the employees against List A (Acceptable documents to establish a continuous statutory excuse) or List B (Documents where a time-limited statutory excuse lasts until the expiry date of leave/lasts for 2 years) depending on their status.

Should any matters arise falling under Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006, we would adhere to the specified actions required by them.

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Procedure

All employees within the business will be provided with full training regarding this Statement. Refresher training will be provided annually, and key staff involved in procurement or recruitment will receive enhanced training in identifying risks in supply chains.

Confidential reporting of concerns relating to the direct activities of our business and sub-consultants are covered in our Equality & Diversity Policy and Whistleblowing Policy.

Lists of our policies can be found within the Employment Handbook.

Partners' Approval

This statement has been approved by the Partners, reviewed annually and published in accordance with current law.

A handwritten signature in black ink, appearing to read 'J. Nicholls', with a stylized, cursive script.

James Nicholls
Managing Partner
Date: 14 August 2025

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| Revision | Comments | Signed | Date |
|----------|--|----------------|------------|
| | For all previous versions, please see version comments in workspace | Laura Allenden | |
| V7 | Added Revision table | Laura Mclavy | 5/4/22 |
| V8 | Wording updated as per Knights PLC | Laura Allenden | 19/04/2024 |
| P09 | Final - reviewed with CIPH and ChatGPT. Changed supply chain to sub-consultants and added in new text under procedure. | Laura Allenden | 14/08/2025 |
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