

## **Modern Slavery Statement for Financial Year 2019**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Ryan Tax Service UK Limited (“Ryan”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. Ryan has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

Ryan provides a broad range of international tax advisory and consulting services. Our multidisciplinary team of professionals and associates, together with teams from our parent and affiliated offices in the United States, Canada, Netherlands, Hungary, France, Portugal, Australia, and India, serves over 15,000 clients, including many of the world’s most prominent Global 5000 companies.

### **Our high-risk areas**

Our professional services business, fortunately, limits the potential for modern slavery taking place within our business or supply chain. Our employees are professionals, with offer letters and compensation managed centrally. Our supply chain is for a narrow band of infrastructure needs, which are not susceptible typically to modern slavery issues.

### **Our policies**

Ryan maintains a number of internal policies to ensure business is conducted in an ethical and transparent manner. These include:

1. Anti-slavery policy. Ryan maintains a UK Modern Anti-Slavery and Human Trafficking Policy. It sets forth the organisation’s stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment protocols. We operate a robust recruitment protocol, including conducting eligibility to work in the UK checks for all Ryan employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Code of Conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act. The Code of Conduct includes a “whistleblowing protection” so all employees know concerns can be raised about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals or retaliation.

### **Our supply chain**

Ryan conducts an assessment of its material European suppliers before allowing them to become a supplier. This assessment includes an evaluation that the supplier is credible and not convicted of offenses relating to modern slavery.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps Ryan has taken to ensure slavery and human trafficking is not taking place within our business or supply chain. The statement applies to the financial year ending 31 December 2019.

Approved By:

A handwritten signature in black ink, appearing to read "Jon Sweet". The signature is written in a cursive, flowing style.

Signature:

Name: Jon Sweet

Position: President

Date: September 23, 2020