

EtonBridge *Partners*

Eton Bridge Partners Modern Slavery Policy

This Modern Slavery Policy applies to Eton Bridge Partners Limited, Waterside Topco Limited and all the companies under common control ('Eton Bridge Partners Limited').

1. Eton Bridge Partners Limited is committed to eliminating modern slavery, human trafficking, forced labour, child labour and similar human rights abuses.
2. Eton Bridge Partners Limited is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, child labour and similar human rights abuses.
3. Eton Bridge Partners Limited is committed to respecting the International Bill of Human Rights and the core conventions of the International Labour Organization (ILO).
4. All Eton Bridge Partners Limited employees are paid the London Living Wage or above.
5. Eton Bridge Partners Limited provides appropriate training and awareness information for its staff.

In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery, human trafficking, forced labour, child labour and similar human rights abuses.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
6. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the Managing Partner or CFO.
 7. Reports surrounding these issues are taken extremely seriously by our leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
 8. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

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- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
 - The effectiveness of enforcement against suppliers who breach policies,
 - The level of modern slavery training and awareness amongst our staff.
9. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
10. We would also recommend reading this in conjunction with our other policies, including our:
- Corporate social responsibility policy, and
 - Anti-bribery and corruption policy, and
 - Supplier Conduct Policy, and
 - Responsible Marketing Policy.

This policy was adopted on 17th January 2019 after being agreed by our board of directors. It is reviewed annually, and the next review will be on or before 5th March 2027.

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Eton Bridge Partners Modern Slavery Statement

This statement is made as part of Eton Bridge Partners' commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Eton Bridge Partners Limited operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year January to December 2025. It was approved by the Board on 26th February 2026.



Steve Deverill, Managing Partner

1 **Our Business**

Eton Bridge Partners Limited is a limited company. We are a leading Executive Search, Interim Management and Consulting firm with a strong reputation for acting as trusted partner to a wide range of clients from ambitious SMEs to PE backed portfolio companies and global blue-chip organisations.

Eton Bridge Partners Limited is an independent business.

1.1 ***Who we work with***

All of the clients that we work with, and all of the candidates we provide, are known to and identified by our staff. All of the interim workers we supply are identified by our staff. Some of these candidates operate through their own limited companies. Some of our candidates are supplied via other businesses, who facilitate providing them to the eventual client.

The client companies that we work with are located both in the UK and worldwide. The candidates we supply live primarily in the UK but we also work with overseas candidates.

1.2 ***Other relationships***

As part of our business, we also work with the following organisations:

- the Recruitment and Employment Confederation (www.rec.uk.com)
- Interim Management Association (IMA)
- PepTalks (www.pep-talks.co.uk)
- BoardEx (www.boardex.com)
- Pitchbook (www.pitchbook.com)

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2 Our Policies

Eton Bridge Partners has a modern slavery policy available on our website (www.etonbridgepartners.com)

In addition, we have the following policies which incorporate ethical standards for our staff and our suppliers.

- Corporate social responsibility policy, and
- Anti-bribery and corruption policy, and
- Supplier Conduct Policy, and
- Responsible Marketing Policy.

2.1 *Policy development and review*

Eton Bridge Partners' policies are established by our leadership team based on advice from HR professionals, industry best practice and legal advisors. We review our policies on a regular basis or as needed to adapt to required changes.

3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, child labour, human rights, and whistle-blowing.
- We review the potential for risk at regular intervals, including the possibility of auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, human trafficking, forced labour or child labour in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.

Our staff are encouraged to bring any concerns they have to the attention of management.

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4 **Our Performance**

Based on the potential risks we have identified, we have established the following key performance indicators, which are regularly assessed by our board of directors:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff

We carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5 **Our Training**

All of our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed regularly.