

Modern Slavery and Human Trafficking Statement

Introduction

Herrington Consulting is a consulting practice that specialises in coastal engineering and flood risk management. Our approach combines extensive practical and academic experience with state-of-the-art computational models to provide our clients with the best advice and design solutions. Our client base ranges from small private developers looking to minimise the risk of flooding, to new development sites, to government bodies seeking advice on flood risk and coastal management on a wider scale.

Herrington Consulting deals in intellectual property and the delivery of high-quality services: we do not engage in manufacturing or the production of goods, which are areas that carry a higher risk of slavery and exploitation. Nonetheless, we are committed to promoting best practice and policies that protect our employees and our business supply chains.

This Statement sets out our commitment to preventing slavery and human trafficking in our business activities. We all have a duty to be alert to risks, however small, and staff are expected to report their concerns and for management to act upon them.

Organisational structure and supply chains

Our supply chains consist of direct interaction with clients to provide our services. We also sometimes work with other professional service providers acting primarily as sub-consultants, where necessary. Due to the nature of our business, Herrington Consulting considers our activities to be low risk in relation to slavery and human trafficking. However, we regularly review and assess our suppliers to identify where there may be any potential for higher risks.

Responsibility for the Company's anti-slavery initiatives is as follows:

- **Policies:** The Finance Director is responsible for creating and reviewing policies. The process by which our policies are developed is looking at best practice and adapting to the needs of the business.
- **Risk assessments:** The Technical Director is responsible for maintaining the procedure which covers due diligence checks on suppliers with regards to human rights and modern slavery. This procedure is periodically audited and results reviewed by senior management on an annual basis.
- **Due diligence:** Our Strategic Director is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Communication and Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, Herrington Consulting will communicate its statement widely, internally and externally, at induction, and publication on the company's website. In any circumstances where we consider there may be a high risk, appropriate training will be developed and targeted at those personnel who may have direct exposure.

Further Information

For further information, please contact our enquiries link: enquiries@herringtonconsulting.co.uk