

## Human Rights Policy Statement

Troup Bywaters + Anders LLP (TB+A) are committed to respecting the human rights of all of our people, our clients, supply chain and the communities in which we operate. We are committed to maintaining the following:

**Freedom of Association** – we are committed to respecting and protecting the rights of our people to freely associate with others, including joining unions, or groups, without fear of retaliation or discrimination, upholding the fundamental human right of freedom of association. Whilst the Partnership does not have a formal partnership with a trade union, we recognise an individuals' right to join a trade union. The Partnership will consult with employees on any necessary issues in line with our UK statutory obligations.

**Equality and Diversity** – We ensure all our people have equal opportunities across all operations of the partnership, including being treated fairly and with respect. Our commitment is to provide equal opportunities to all, and our responsibility is detailed in our Equal Opportunities Policy.

**Labour Rights** - We provide fair working conditions for all our employees, complying with all relevant laws and other legislation. All employees are issued with a contract of employment which details the agreed terms and conditions of employment in advance of commencing employment with TB+A. In addition, we require our suppliers to comply with relevant legislation and our own policies which is managed and monitored through our preferred supplier process.

**Modern Slavery** – We have processes in place so that slavery and human trafficking is not taking place in our supply chain or any area of our business. Compliance with the Modern Slavery Act is a requirement as part of our preferred supplier process. Our commitment and responsibility is detailed in our Modern Slavery policy statement.

**Child Labour** – We do not employ individuals under the age of 16 and abide by all relevant guidance and legislation relating to the employment of school leaving age children. In addition, we have relevant risk assessments in place for those who are under the age of 18 joining our employment or who are undertaking work experience.

**Occupational Health, Safety & Wellbeing** – We recognise the importance of the health, safety and wellbeing of our people in order to prevent injury or ill health. We meet the requirements of ISO 45001 and our commitments are detailed in our OHS&W policy.

A number of policies and procedures support our operations as an ethical partnership which are detailed in our employee handbook and policy statements.

### Training & Awareness

All of our people are required to undertake mandatory equality, diversity and inclusion training to promote awareness and understanding of this topic.

Our people are also required to review our policy statements on an annual basis which in addition to human rights, includes occupational health, safety and wellbeing, anti-bribery and corruption, equal opportunities, social responsibility and modern slavery.

Further reference to such topics and relevant laws and legislation are referred to throughout our employee handbook which is accessible to all.



Signed: ..... James Campbell – Managing Partner

Date: ..... 25<sup>th</sup> February 2026

Next review date Jan 2027