

## **The Openwork Partnership Modern Slavery Statement 2024**

This statement has been published in accordance with the Modern Slavery Act 2015 (the “Act”). It sets out the steps taken by Openwork Holdings Limited and its subsidiaries (“The Openwork Partnership”) that conduct business in the UK. This statement has applied to our practices for the financial year ending 31 December 2024 and continues to apply until any amendment and is published on the home page of our website. The statement will be subject to an annual review in June each year.

### **Introduction from Philip Howell, CEO, The Openwork Partnership**

Our commitment to respect human rights is part of “How We Do Things”, The Openwork Partnership’s code of conduct, which all our colleagues are committed to following. We respect the protection of human rights within our sphere of influence and work hard to ensure that we are not complicit in abuses. We remain committed to identifying, preventing and mitigating human rights issues in our operations and supply chains, including modern slavery and forced labour.

### **Organisation's structure**

The Openwork Partnership is one of the largest financial advice businesses in the UK, with a strong shareholder base and a professional community of more than 4,800 financial advisers across the Group.

We’ve been ever-present in the UK’s financial advice market for over 50 years. Because of our rich heritage, we have the know-how and experience to understand what it really takes to provide a secure home for high quality, customer-focused advisers.

The majority shareholder of The Openwork Partnership is the Openwork Partnership LLP (a limited liability partnership made up of our advisers), alongside minority shareholdings of Bain Capital and holdings by and on behalf of our colleagues.

All of our colleagues receive a copy of our code of conduct, “How We Do Things”, which makes it clear that we oppose all forms of unfair discrimination and/or victimisation. Our harassment and bullying policy sets out our approach in relation to allegations of harassment and/or bullying. A whistleblowing policy is also in place to enable colleagues (including temporary or permanent colleagues, contractors, agency workers, interns and those on work experience) to raise any concerns they may have about illegal or improper behaviour by anyone connected to The Openwork Partnership, without fear of victimisation, discrimination or disadvantage.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting responsibly and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

## **Our Supply Chains**

The Openwork Partnership does not act as a producer, manufacturer, or retailer of any physical goods and, as a financial services provider, it has a straightforward supply chain – our main vendors are providers of office supplies and support services such as reprographics, IT, recruitment, legal, accountancy, marketing, public relations and facilities management.

Operating in the UK’s financial services sector, we believe the risk of modern slavery or human trafficking taking place in our supply chain is low. Nevertheless, we understand the importance of combatting slavery and human trafficking and our duty to take steps to tackle the issue.

The Openwork Partnership places great reliance on the support of third party suppliers in tackling the issue. We deal with market leading expert suppliers and have developed a robust control oversight framework applicable to them.

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk, we aim to perform due diligence on all our third party suppliers. At the initial stage of contracting, we will seek assurance that effective processes are in operation, their employees are of good repute, suitably qualified and experienced, and that they are supported in their ongoing development to manage our account.

We continue to develop systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains; and,
- Protect whistleblowers.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide our colleagues with relevant training.

## **Our effectiveness in combating slavery and human trafficking**

The Openwork Partnership will continue to develop measures to assess the business or supply chain in complying with our stance on slavery and human trafficking. These will at least include:

- Being an accredited Living Wage employer;
- All colleagues engaging with our code of conduct, “How We Do Things”;
- Arranging site visits for (potential) top risks;
- Reviewing and (as required) updating internal due diligence policies and procedures in relation to procurement and purchasing;

- Ensuring that the contracts with our suppliers contain appropriate Anti-Slavery and Human Trafficking provisions;
- Providing additional training to teams reviewing Modern Slavery and Human Trafficking risks throughout our supply chain to ensure identification of risk areas and appropriate mitigation.

This statement has been approved by the Board of Directors of Openwork Holdings Limited on behalf of The Openwork Partnership on 28 July 2025 and has been signed by Philip Howell on behalf of the Openwork Holdings Board.



Philip Howell  
Chief Executive Officer, Openwork Holdings Limited