



**PUBLIC**

# Modern Slavery & Human Trafficking Statement

*Financial year 2026-2027 - published voluntarily in the spirit of the Modern Slavery Act 2015.*

REFERENCE  
**HR-POL-002**

VERSION  
**1.0**

EFFECTIVE  
**June 2026**

NEXT REVIEW  
**June 2027**

OWNER  
**Francois Roux, Principal**

APPROVED BY  
**Board of Directors**

DOCUMENT CONTROL

# Document Control

<b>REFERENCE</b> HR-POL-002	<b>VERSION</b> 1.0
<b>EFFECTIVE</b> June 2026	<b>NEXT REVIEW</b> June 2027
<b>OWNER</b> Francois Roux, Principal	<b>APPROVED BY</b> Board of Directors
<b>CLASSIFICATION</b> Public	

## Revision History

VERSION	DATE	AUTHOR	SUMMARY OF CHANGE
1.0	June 2026	Francois Roux, Principal	Initial statement published.

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## 1 About this statement

This statement is made in the spirit of the Modern Slavery Act 2015. HudsonRoux's annual turnover falls below the £36 million threshold that makes publication a legal requirement under Section 54 of the Act.

This statement is published voluntarily, because the same standards apply regardless of scale and because HudsonRoux advises client organisations on the governance disciplines that make statements like this meaningful rather than cosmetic.

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## 2 Our organisation

HudsonRoux is a UK-based advisory practice providing embedded operational, governance and compliance advisory services to founder-led businesses. The practice operates as a sole practitioner business. There are no employees.

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## 3 Our supply chain

HudsonRoux's supply chain is limited. External suppliers engaged in the ordinary course of business include:

- ◇ Professional services providers (accountancy, legal)
- ◇ Technology and software providers
- ◇ Design and marketing services

These are established UK-based or international businesses operating in regulated sectors. Given this structure, HudsonRoux's exposure to modern slavery and human trafficking risk in its supply chain is assessed as low. However, low risk is not no risk, and this assessment is not grounds for complacency.

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## 4 Our policies

HudsonRoux is committed to conducting all business with integrity and in compliance with applicable law. This commitment includes:

- ◇ Zero tolerance for modern slavery, forced labour, child labour, or human trafficking in any form in our own operations or supply chain.
- ◇ Honest and transparent dealings with all suppliers and counterparties.
- ◇ A preference for suppliers who can demonstrate equivalent standards of conduct.

These commitments are reflected in HudsonRoux's ESG Policy (published separately).

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## 5 Due diligence

Where HudsonRoux appoints new suppliers, selection is based on quality, relevance and demonstrated integrity. For significant or ongoing supplier relationships, HudsonRoux will seek reasonable assurance that the supplier operates in compliance with applicable labour law and does not engage in practices inconsistent with this statement.

HudsonRoux will not knowingly continue a supplier relationship where credible evidence of modern slavery or related abuses is identified.

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## 6 Risk assessment

The principal risks of modern slavery exposure for HudsonRoux relate to its supply chain rather than its own operations. The supply chain is small, geographically concentrated in the UK, and composed of established, regulated businesses. Risk is therefore assessed as low.

This assessment will be reviewed annually and updated if the nature or scale of HudsonRoux's operations changes materially.

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## 7 Training and awareness

As a sole practitioner, HudsonRoux maintains awareness of modern slavery risks through ongoing professional development and engagement with relevant guidance from the Home Office, the Gangmasters and Labour Abuse Authority (GLAA), and professional bodies.

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## 8 Review

This statement is reviewed annually and updated to reflect any material change in HudsonRoux's operations or supply chain.

### DECLARATION

**Signed:** Francois Roux, Principal, HudsonRoux

**Date:** June 2026