

Modern Slavery and Human Trafficking Statement for Financial Year 2025

Scope of this Statement

This Modern Slavery and Human Trafficking Statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 2025.

This statement is made jointly on behalf of the following UK entities forming part of the Ryan group of companies

- Ryan Tax Services UK Ltd
- Ryan Property Tax Services UK Limited
- Ryan Property Tax Consulting Services Limited
- Research and Development Tax Solutions Limited
- Ryan Tax Services NI Limited
- Granted Consultancy Ltd

Each of the above entities is a “commercial organisation” for the purposes of section 54 of the Modern Slavery Act 2015. Where this statement refers to “we”, “us” “our” or “Ryan”, it is referring to the entities listed above.

This statement sets out the steps that we have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

We provide a broad range of international tax advisory and consulting services, and tax-related software. Our multi-disciplinary team of professionals and associates, together with teams from our parent and affiliated offices in the United States, Canada, Netherlands, France, Portugal, Australia and India, serves more than 74,000 clients, including many of the world’s most prominent Global 5000 companies.

Our high-risk areas

The nature of our business as a professional services organisation limits the potential for modern slavery taking place within our business or supply chain. Our team members are professionals, with offer letters

and compensation managed centrally. Our supply chain is for a narrow band of infrastructure needs, which are not susceptible typically to modern slavery issues.

Our policies

We maintain a number of internal policies to ensure business is conducted in an ethical and transparent manner. These include:

1. Anti-slavery policy. We maintain a UK Modern Anti-Slavery and Human Trafficking Policy. It sets forth the organisation's stance on modern slavery and explains how team members can identify any instances of this and where they can go for help.
2. Recruitment protocols. We operate a robust recruitment protocol, including conducting eligibility to work in the UK checks for all Ryan team members to safeguard against human trafficking or individuals being forced to work against their will.
3. Code of Conduct. This code explains the manner in which we behave as an organisation and how we expect our team members and suppliers to act. The Code of Conduct includes a "whistleblowing protection" so all team members know concerns can be raised about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals or retaliation.

Our supply chain

We conduct an assessment of our material European suppliers before allowing them to become a supplier. This assessment includes an evaluation that the supplier is credible and not convicted of offenses relating to modern slavery.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from team members, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure slavery and human trafficking is not taking place within our business or supply chain. The statement applies to the financial year ending 31 December 2025.

Signature: 

Approved by: Tom Shave

Position: President

Date: April 2026