



# VALENTINE THOMAS

— & PARTNERS —

## Modern Slavery and Human Trafficking Statement

2025

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This statement is made on behalf of Valentine Thomas & Partners (the “Company”), headquartered in London, pursuant to of the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

## Introduction to Valentine Thomas & Partners

Valentine Thomas & Partners is an executive search and advisory firm, specialising in leadership appointments within the front office for the investment and wealth management industries. We work on a retained basis with clients, helping them assess and acquire executives that enable and deliver short-term and long-term transformation.

## Our Commitment to Compliance

We are committed to complying with our legal and regulatory responsibilities under the Modern Slavery Act 2015 and put strict measures in place to ensure that modern slavery is not part of any of our business operations. This includes our supply chains, goods and services.

We work closely with our suppliers, clients and employees to maintain the highest level of compliance. We recognise that the actions of our business partners can affect our reputation and the level of trust that we earn from our clients. We hold our business, and associated stakeholders, to the highest possible ethical standards and do not tolerate any form of human rights abuse.

## Our Supply Chain

As an executive search firm, our supply chain consists of professional services suppliers. We engage a relatively small number of suppliers to provide services to our business such as accountancy and IT, as well as products such as laptops and marketing materials.

We monitor our relationships and agreements with suppliers in order to eliminate modern slavery across associated supply chains. Whilst we operate in a sector that is low risk for modern slavery and human trafficking, we continue to carry out due diligence on our suppliers.

We are determined to ensure that our interactions with clients, suppliers and other business partners, are in accordance with the legislation in the jurisdiction in which we operate.



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Signed by David Harms, Managing Partner

Valentine Thomas & Partners

# The Team

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*Valentine Thomas & Partners is a leading investment and wealth management executive search firm covering the EMEA markets.*