

# Modern Slavery Statement & Human Trafficking Statement.

Here are the steps IN2 have taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015 (<https://www.legislation.gov.uk/ukpga/2015/30/section/54>).

## About IN2

Formed in 2002, IN2 is an award-winning engineering consultancy with offices in London, Belfast, Dublin, Athlone and Berlin.

We are a consultancy dedicated to developing innovative and sustainable building engineering solutions to create better spaces.

Find out more about IN2 at [www.in2.ie/who-we-are](http://www.in2.ie/who-we-are)

## Practice Structure

Our company structure is shown below.



This statement is made on behalf of IN2 Design Partnership Holdings and its subsidiaries, namely those operating in the UK (IN2 Design Engineering & IN2 Engineering London Limited).

IN2 Engineering provides Mechanical, Electrical, and Sustainable engineering design services to our clients and partners in the public and private sectors.

Our group holdings company (IN2 Design Partnership Holdings Limited) is governed by its 5 executive board directors, responsible for setting the Group's vision, strategy and providing strategic direction to the business, including directing the development and updating of policies and training in relation to slavery and human trafficking.

The Executive Board Directors are supported by the wider IN2 Team, who cover all aspects of business support and primarily help the firm to manage business risk, facilitate the business and continually improve and build upon best practice.

## **Our commitment to the principles of the Modern Slavery Act 2015**

IN2 is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunity employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

## **Our supply chain**

Due to the nature of our business, our supply chain is limited to skilled sub-consultancy services and the procurement of goods and services to support our operations. Therefore, we deem the risks associated with slavery and human trafficking to be low, but do not discount the risks inherent in support services, such as office cleaners.

## Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff:

- Code of Ethics
- Equality, Diversity and Inclusion Policy
- Dignity at Work Policy
- Ethical Procurement Policy
- Recruitment & Employment Policies
- Whistleblowing Policy

These policies include written procedures for when and how to report issues, who to report to and what action shall be taken as a result. The policies and procedures are maintained on IN2's HR platform (Bamboo), available to all staff. These policies are provided for new starters as part of our induction process and are communicated on an annual basis, with refresher training for staff as appropriate. Training records are maintained to help the Firm make sure that everyone undertakes training and refresher training appropriate to their role and position in the business.

## Embedding the principles

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Ensuring that consideration of the modern slavery risks and prevention is added to IN2 Engineering's policy review process as an employer and procurer of services.
- Making sure IN2 Engineering procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- Continuing to take action to embed a zero-tolerance policy towards modern slavery

This statement will be reviewed and updated every year.

Signed:

A handwritten signature in black ink, consisting of several fluid, overlapping strokes.

Position: Chief Executive Officer

Date: 31/03/2026