

## SM 519 Modern Slavery Statement

Human Resources | Global

### Organisation

This statement applies to Grimshaw Architects LLP (referred to in this statement as 'Grimshaw Architects'). The information included in the statement refers to the financial year 2023/2024.

### Organisational structure

Grimshaw Architects LLP also includes Grimshaw Services based in London, UK and Grimshaw Paris SARL. It is managed by the Grimshaw LLP Partner Group.

Grimshaw LLP's main area of business is Professional Services, specialising in Architecture, Urban Design and Industrial Design.

The labour supplied to Grimshaw Architects in pursuance of its operation is carried out in the UK and France.

### Definitions

Grimshaw Architects considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

Grimshaw Architects acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Grimshaw Architects understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Grimshaw Architects does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Grimshaw Architects in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Grimshaw Architects strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and France, and in many cases exceeds those minimums in relation to its employees.

### Supply chains

In order to fulfil its activities, the main supply chains of Grimshaw Architects include those related to provision of Architectural services worldwide. We understand that Grimshaw Architects' first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

### Potential exposure

Grimshaw Architects considers its main exposure to the risk of slavery and human trafficking to exist in any international provision of architectural services. This is because they may indirectly involve the provision of labour in a country protection against breaches of human rights may be limited.

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In general, Grimshaw Architects considers its exposure to slavery/human trafficking to be relatively limited.

#### Steps

Grimshaw Architects carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains.

Grimshaw Architects has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Grimshaw Architects has taken the following steps to ensure that modern slavery is not taking place:

- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- training all staff on whistleblowing
- being selective of our suppliers and its supplier chains
- continuous review of all our policies in line with our ISO 9001 accreditation
- training all staff on how to identify and manage risks associate with modern slavery.

#### Key performance indicators

Grimshaw Architects has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Grimshaw Architects or its supply chains.

Grimshaw Architects is under continuous review by Sedex which audits and scores our processes across the following competencies.

- Labour standards
- Health and Safety
- Business Ethics
- Environment
- Supplier Management

#### Slavery Compliance Officer

Grimshaw Architects has a Slavery Compliance Officer, the Global Managing Partner, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Grimshaw Architects obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 01/04/2024

Signed: 

Print name: Andrew Thomas

Job Title: Managing Partner

Date: 01/04/2024