

## Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 (the Act) and following consultation with an independent ethical consultant regarding our approach to ensuring we are responsible in modern slavery matters. Bowman Riley are fully supportive of any legislation which aims to reduce the occurrence of modern slavery and human trafficking in our society. Although we are not legally required to make this statement under section 54(1)b, we recognise our responsibility and commitment to the business, our employees and stakeholders, by adhering to this statement.

### Organisation's structure and business

Bowman Riley is an RIBA and RICS Chartered Practice and employees over 60 direct members of staff, occasionally assisted by consultants and contract staff. The staff roles range from architects, technologists, designers, building surveyors and support staff with offices in Leeds, London and Skipton. The practice works within the construction sector provides architectural, building consultancy and interior design services to a variety of sectors including education, retail, commercial, healthcare, hotel, leisure and residential.

### Our supply chains

As providers of architectural, building consultancy and interior design services; we do not act as a producer, manufacturer or retailer of physical goods and have no supply chain in relation to such activities and as such our supply chain is limited. As part of integrated management system, we have a procedure for the selection and review of approved specialists/suppliers.

### Anti-slavery policy statement

Bowman Riley has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

This Anti-Slavery Policy Statement is our main expression of the practice's policy on slavery and human trafficking. All operational procedures within the practice are intended to adhere to this statement.

This statement reflects our commitment to acting ethically and with sincerity in all our business relationships and sits alongside our values: quality, people, integrity and delivery.

### Policies and culture

In addition to our Anti-Slavery Policy Statement, we have a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include:

Induction and recruitment procedure – we operate a robust recruitment procedure, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Whistleblowing policy – this policy enables all employees to raise concerns about how colleagues are being treated, or practices within our supply chain without fear of reprisals.

Equal opportunities policy – we operate this policy in line with our corporate structure, recruitment process and employment roles.

Health and safety policy – we have an internal health and safety policy, and as part of our recognition of being a responsible employer we have been assessed and achieved and hold CHAS and Constructionline accreditation.

Training policy – Training is offered to all our staff, from induction and through their career at Bowman Riley on all our policies, values, ethics and responsibility for implementing and monitoring compliance.

### **Ethics**

Employees rights and benefits are available to all staff and are clearly set out in their individual contracts of employment and alongside Bowman Riley's employee handbook.

### **Suppliers adherence to our values**

In the event that a specialist or supplier or any other entity of our supply chain was suspected of engaging in or supporting slavery or human trafficking, we would undertake an investigation and if necessary, would terminate our relationship with the supplier.

### **Training**

To understand the risks posed by modern slavery and human trafficking in the context of the practice's supply chain and our business, we will communicate this statement to all staff and any new starter's will be made aware of this statement.

Director name: Caroline Fattorini

Signed:



Date: 3<sup>rd</sup> June 2020

Review date: June 2021