

## Modern Slavery Statement

BuroHappold Engineering is an international collaboration of engineering consultants and specialists providing professional, integrated design and advisory services to the property and construction sectors, city administrations and campus portfolio owners. We operate in 23 locations worldwide with over 50 partners and 1,600 employees.

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and applies to companies in the BuroHappold Group.

BuroHappold's supply chain primarily comprises professional infrastructure consultancy providers, acting as sub-consultants. We also directly engage suppliers of services for our offices, such as facilities management, travel, insurance and office equipment. BuroHappold operates a preferred sub-consultants and approved delivery supplier based on our global business regions. The types of infrastructure sub-consultants we typically engage include: architects; surveyors, geotechnical or environmental consultants (water, air, waste); IT consultants; economic/financial consultants; acoustic, lighting or security consultants. As a professional service organisation the risks associated with slavery and human trafficking are objectively low. Key areas of risk include outsourced low wage jobs such as office cleaners, catering and other support staff. We manage these risks through by ensuring:

- all staff including temporary workers are paid the National Living Wage;
- undertaking checks to ensure staff are eligible to work in the relevant country of employment;

- all staff, including temporary workers have a written contract of employment
- employee hours are monitored in order to comply with maximum working hour regulations;
- strict health and safety monitoring to ensure a safe and respectful working environment for all
- promotion of our whistleblowing policy encouraging external stakeholders or employees to raise any concerns.

BuroHappold Engineering is committed to improving our practices and maintaining procedures and controls designed to ensure modern slavery or human trafficking is not taking place in our business or supply chain.

We seek to identify and do business with companies that have aligned standards consistent with ours, including working to cascade these expectations throughout their own supply chain. We have updated our standard contractual terms to include obligations on our sub-contractors and suppliers to comply with our Anti-Slavery policy.

We are committed to ensuring that there is zero slavery in our supply chain or any part of our business. We have implemented a new Anti-slavery Policy which reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain or any part of our business.

We operate our projects within a suite of management procedures, which are based upon our Quality Management

System (QMS) that is certified to ISO 9001:2015 by the leading certification body Bureau Veritas. The QMS provides best practice for all key activities that we undertake including our procurement policy. This year a range of Modern Slavery assessment criteria have been integrated into our Health & Safety project site inspections reports. This will allow high level evaluation of worker's on-site welfare facilities and allow any identified breaches to be escalated and investigated further.

We outsource a relatively small proportion of our work to delivery suppliers and apply rigour to our selection process, to mitigate any potential risk to the projects for which we take delivery responsibility.

We have an approved list of delivery suppliers, who have come through a rigorous selection process to become approved suppliers to the global business. These companies are tried and tested suppliers with whom we have developed close working relationships over a number of projects. They are well-known to us, and are vetted to ensure that the supplier continues to meet our requirements in terms of quality and reliability of delivery, health and safety and anti-slavery standards. This year in order to minimise the risk of modern slavery in our delivery supplier network we have developed a targeted questionnaire. This will identify the risk of modern slavery at a pre-contract stage and will also be a mandatory requirement for the re-engagement of any existing delivery suppliers.

We have a strong human resources team globally and our procedures for engaging sub-consultants requires due diligence checks on the company status.

During 2018/19 there no reported concerns relating to slavery and human trafficking via our whistleblowing

channel. BuroHappold regards this statement as best practice and encourages accessibility for all employees, partners, contractors and suppliers through publication on its internal intranet site and external website.

The Chief Executive Officer and Board fully endorse this Statement.



Neil Squibbs  
Chief Executive Officer, November 2019