

Rider Levett Bucknall UK Limited (RLB) is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chain and expects those same high standards of its suppliers.

OUR STRUCTURE AND SUPPLY CHAIN

RLB is an independent construction, property and management consultancy and is part of a global practice. The RLB Global practice consists of three separate business entities which operate independently using an overall partnership ethos to support our clients globally. The practice incorporates the RLB Euro Alliance and it is our requirement that members of the Euro Alliance and the other entities within the RLB Global practice will operate to similar standards as RLB. This statement relates to RLB (UK)'s approach to combating modern slavery and human trafficking only and does not cover the actions of any other entities or partners.

RLB employs over 1000 people, operating from 12 offices located across the UK delivering cost consultancy, project and programme management, built asset consultancy and health and safety, and associated advisory services. To find out more about the nature of our business see RLB Europe

In order to deliver our core services we work with a range of suppliers; in broad terms these include professional advisors, consultants and other subcontractors including third parties who provide office services and supplies.

RELEVANT POLICIES

RLB operates policies which promote a high standard of ethics. These policies set out our principles and our expectations of our supply chain, and include:

- Ethical Policy (including anti-bribery)
- Ethical Risk Assessment
- Managing the Risk of Fraud
- Child Protection Policy
- Hospitality Policy
- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Corporate Social Responsibility Policy
- Behaviour in the Workplace Policy

Our policies and procedures are integrated into RLB's induction process and a robust communications programme ensures all employees are aware of their responsibilities and RLB's commitment to ethical standards. We also make sure that our suppliers are aware of our policies and require them to adhere to the same high standards.

WHISTLEBLOWING

An employee may make a disclosure to their line manager or any Partner or Director in the business, or by using the independent third-party company who provide a confidential reporting service for RLB 24 hours a day 7 days a week. In highly sensitive situations the employee may also make the disclosure to the business' legal advisor – Gateley, or the business' auditor – KPMG.

Any disclosure made will be treated in the strictest of confidence and the employee will be reassured that all efforts will be made to ensure that their identity is not revealed. Advice or guidance should be sought from a Director or the Head of People and Culture in this situation.

DUE DILIGENCE

We require contractual commitments from all new suppliers (and existing suppliers upon renewal) that they have not committed any offence under the Modern Slavery Act 2015, and that they will supply us with a copy of their own annual modern slavery (if they are either required to produce one, or have voluntarily done so) so that we can assess the measures they have taken to combat modern slavery and human trafficking within their own supply chains.

We carry out an annual internal audit to identify, assess, and monitor the level of modern slavery risk associated with all suppliers.

ASSESSING AND MANAGING RISK

RLB operates in the construction industry within the UK and provides predominantly advisory services and as such we do not consider that the nature of either our business or our location is particularly vulnerable to modern slavery practices.

Nevertheless we ensure that all our suppliers adhere to our ethical standards policies, and regularly evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our supply chain by reviewing all suppliers annually.

We are currently reviewing (April 2024), our annual internal audit process and the process for evaluating our exposure to risk in line with our continuous improvement programme.

We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. If we were to find evidence of a failure to comply with our ethical standards policies (including any awareness that one of our suppliers had been convicted of an offence under the Modern Slavery Act 2015) we would investigate and if proven, terminate our relationship with the relevant supplier.

TRAINING

We continue to invest in educating our staff, including how to recognise the risks of modern slavery and human trafficking occurring in our business and supply chains. Through our awareness programmes, employees are encouraged to identify and report any potential breaches of the organisation's ethical policies.

RESPONSIBILITY

This statement had been approved by RLB's Board of Directors pursuant to Section 54(6) of the Modern Slavery Act 2015.

All staff will be required to comply with and uphold RLB's Anti-Slavery and Human Trafficking Policy.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Rider Levett Bucknall UK Limited's slavery and human trafficking statement for the financial year commencing 1 May 2024 to April 2025.

A handwritten signature in black ink, appearing to be 'S. B.', written over a faint horizontal line.

Signature: Rider Levett Bucknall UK Limited

Date: April 2024